

Interview Protocol for Best Practices in State Recruitment and Retention Strategies

Presumption and rationale for interview protocol:

- The purpose of the questions should be to identify **what** recruitment and retention *strategies and resources* the state education agency (SEA) uses, **how** it uses these strategies to respond to the supply and demand for special education teachers and related service personnel, and **how** they work with districts to stem the tide of teacher/related service provider attrition and migration.

Questions:

1. Please describe your SEA's recruitment efforts to attract and hire special education personnel for your high need LEAs.
 - a. What kind of incentives, if any, does your SEA offer to HQ special education teachers to work in high-need schools?
 - b. What role, if any, does your SEA have in simplifying and streamlining the hiring process for applicants for teaching/related service provider positions?
 - i. Has the SEA worked with LEAs in streamlining their hiring efforts? If so, how?
 - c. What approach(es), if any, does your SEA use to recruit paraprofessionals already in education, to special education teaching positions, as well as parents and community leaders looking to change careers?
 - i. What on-going support, if any, is offered to them while they are in a prep program?
 - d. Does your SEA have specific strategies for recruiting persons from diverse cultural and linguistic backgrounds? If so, please describe.
 - e. Does your SEA use the Internet to increase the reach of its recruitment efforts? If so, how would you describe your Internet approach?
2. In what ways, if any, has your SEA worked with teacher preparation programs to provide more accessible modes of course delivery to meet the personnel needs of local school districts?
 - a. Does the SEA offer support for:
 - i. development of distance ed or on site delivery of university course work? If so, please describe.
 - ii. interested persons to take the PRAXIS I Pre-Professional Skills Test (PPST) for entry into teacher education programs? If so, please describe.
3. Does your SEA offer support for beginning teachers? If so, does it include support through induction, mentoring, and professional development? Please describe how the SEA works with districts/local education agencies (LEAs) to provide this support.

4. Does your SEA work with districts/LEAs to improve working conditions in order to retain teachers? If so, please describe. Also, how were problem conditions identified?

Please identify any districts/LEAs that the SEA has worked successfully with in designing and implementing effective recruitment and retention efforts/strategies.

LEA name: Contact Name(s): Phone Number: Email Address:

Thank you for sharing this information about your state's efforts in recruitment and retention.

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