WEST VIRGINIA

“THE MOUNTAIN STATE”

Building Partnerships in WV
Personnel Preparation Program Partnerships

Kathy Hudnall khhudnal@access.k12.wv.us
Kathy Knighton kknighsto@access.k12.wv.us
West Virginia Department of Education
West Virginia PIC Services

1) Initial WV application focused on the critical shortage of Speech Language Pathologists (SLPs)
   - Personnel Preparation Program Partnerships
   - Attracting, Developing and Supporting New and Existing Personnel

   • PIC Technical Assistance
     - Onsite visits to facilitate meetings at the state level
       - SLP Task Force Meeting
       - SLP Summit
   • Action plan

2) Application for Intensive PIC state services to WV focused on WV Special Education Personnel Needs
   - Analysis of Personnel Data
   - Statewide stakeholder meetings
   - Action plans
West Virginia

- West Virginia Department of Education (WVDE)
  [http://wvde.state.wv.us/](http://wvde.state.wv.us/)
  - Office of Special Programs (OSP)
  - 8 Regional Education Service Agencies (RESA)
  - Fifty-five (55) Local Education Agencies (LEA)
  - WV Schools for Deaf and Blind (WVSCB)
  - Office of Optional Education Pathways (OOEP)

- Student Population
  - WV Total School Enrollment: 282,311
  - WV Students w/ Disabilities: 42,030 (14.89%)
## WV Students with Disabilities Percent of Total Student Enrollment

<table>
<thead>
<tr>
<th>DISABILITY CATEGORY</th>
<th># in WV</th>
<th>STATE %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Autism</td>
<td>1619</td>
<td>0.57%</td>
</tr>
<tr>
<td>Behavior Disorders</td>
<td>1491</td>
<td>0.53%</td>
</tr>
<tr>
<td>Blind/Partially Sighted</td>
<td>279</td>
<td>0.10%</td>
</tr>
<tr>
<td>Hard of Hearing</td>
<td>449</td>
<td>0.16%</td>
</tr>
<tr>
<td>Mental Impairments</td>
<td>6934</td>
<td>2.46%</td>
</tr>
<tr>
<td>Orthopedic Impairments</td>
<td>127</td>
<td>0.04%</td>
</tr>
<tr>
<td>Other Health Impairments</td>
<td>5585</td>
<td>1.98%</td>
</tr>
<tr>
<td>Preschool Special Needs</td>
<td>2047</td>
<td>0.73%</td>
</tr>
<tr>
<td>Specific Learning Disabilities</td>
<td>11925</td>
<td>4.22%</td>
</tr>
<tr>
<td>Speech-language Impairments</td>
<td>13923</td>
<td>4.93%</td>
</tr>
<tr>
<td>Traumatic Brain Injury</td>
<td>97</td>
<td>0.03%</td>
</tr>
</tbody>
</table>
SLP Shortages in Schools

• **Chronic Shortage of SLPs in WV**
  – Public School SLPs: 478
  – Speech Assistants: 45
  – LEAs using contracted SLPs: 40 of 55 districts

• **Recruitment/Retention Efforts in WV Schools**
  – Rural/high poverty areas – greatest need
  – Use of SLP contracted services straining LEA budgets
  – Lack of IHE programs in WV
    • No online programs available
  – Salaries not competitive with private industry

• **Results in…..**
  – Increased paperwork/Increased caseload
  – Decreased opportunity for individual services
  – Decreased quality of service
  – Decreased job satisfaction
  – Some students receiving partial or no service

• **WV SLP Programs**
  – West Virginia University
  – Marshall University
  – West Liberty University (Undergraduate Only)
SLP SHORTAGE IN WEST VIRGINIA 2011-2012
Meeting Summary

CHALLENGES

• Supply-Demand
• Lack of WV IHE Programs
• Personnel Hiring Barriers
• Lack of marketing plans
• Working Conditions
  – Low Pay
  – Lack of understanding by BOE and others RE: Shortage
• Confusion regarding “Teachers” vs. “Professional Support Personnel”
• Speech Assistants
• Inefficient recruitment/retention strategies
• Rural Needs
• Financial
  – Cost of contract services
  – Competitive Salaries

SOLUTIONS

• Increased Access to IHE Programs
  – Improve Communication
  – Tuition Support
  – Online Graduate Program with WKU
• Collect Additional Data
  • Data on Graduate Students
  • SLPA Survey to determine interest
• Clarify confusing hiring policies
• Recruitment/retention Incentives
  – Start salary base at 20 yrs
  – Extend contracts
  – Flexible Scheduling (job sharing)
  – ASHA dues, moving expenses, etc.
• Expand Speech Assistants program
  – Advanced Credential
• Use of Telepractice
• Statewide Awareness Campaign and job fair
  – Recruit at WVSHA/ASHA
  – Develop marketing DVD
• Update WVDE Job Bank
  – Use Social Media that reaches younger market
SLP SHORTAGE

Results and Next Steps

• Facilitate online SLP graduate program in WV
  – Western Kentucky University (WKU) online program
  – University of Cincinnati
  – Other Universities

• Encourage partnership between WVU and Marshall

• Create permanent certification for speech assistants
  – Marshall University speech assistant graduate program

• Examine and revise current WVDE practices
  – Update Job Bank
  – Troops to Teachers
  – Technology Options
    • incorporate social media into recruitment practices

• Develop fact sheet describing SLP incentives, mentoring, etc. for LEAs
Application for Intensive PIC state services to WV

Addressing West Virginia's Special Education Personnel Needs
WV Shortage of Special Education Teachers

• Recruitment/retention of special education teachers is a challenge for WV school districts.
  – Critical shortage of special education teachers
    • Rural issues
    • High Poverty

• Certified teachers enter the field, because it is the area of need, obtain full certification on the job and move to general education when they attain seniority to bid on those positions.

• Often the least prepared teachers have the most challenging students.
WV Personnel Data

• According to the U.S. Department of Education, Office of Postsecondary Education *Teacher Shortage Areas Nationwide listing 1990-1991 thru 2012-2013*

  □ Special education has been reported as a shortage area for WV every year since 2007-8, as has speech pathology.

• WVDE *Educational Personnel Data Report 2010-2011* supports this data.

  □ In 2011-2012, 1309 educators did not return to their positions.
    □ 186.5 or 14% were special education teachers
    □ 26.5 or 2% were SLPs
  □ Reason for leaving: retirement
    □ Second highest reason was to accept another position in the state.
  □ Of 3,339 positions posted in 2011-2012, 18.5% were special education positions.
  □ At the time of data collection, 283.5 positions were vacant.
    □ 11% were still in the hiring process.
  □ Main reason for not having positions filled was lack of qualified candidates.
Identified Needs

• Recruitment and Retention
  ➢ Statewide recruitment/retention marketing plan to attract new personnel to the special education field in WV
    ➢ Assist local school districts in their recruitment/retention efforts.
  ➢ Identify state and local policies and procedures that act as barriers to recruitment/retention efforts.

• Administrative Training needs
  ➢ Limited experience of new principals
    ➢ Need support to implement special education programs in their schools.
  ➢ High turnover of special education directors
    ➢ In the 55 WV school districts, there is a turnover from one-third to one half of special education directors every 2-3 years.
Identified Needs

- **Personnel data**
  - Identify supply and demand data related to specific LEAs with highest need.

- **Preparation program partnerships with LEAs**
  - Explore additional partnerships with IHEs to provide access to professional special education preparation programs.

- At this time, there is not a specific program in place addressing paraprofessional-to-teacher training opportunities. Explore the possibility of creating more career ladders.
Exploring IHE Partnerships in WV

• Statewide Meeting of WV Special Education IHE Programs
• Purpose: To bring together IHEs to develop/build relationships, improve communications, share resources, identify personnel preparation needs in WV, and explore IHE/LEA personnel preparation partnerships.

Outcomes

• Increased knowledge of WV IHE Personnel Preparation Programs
• Increased knowledge of State Education Agency (SEA) Data, Initiatives, & Resources
• Improved collaboration between the SEA/IHE/LEA
• Develop “Next Steps” to advance Personnel Preparation Program Partnerships
IHE Partnerships

Results and Next Steps

• Identified critical information regarding IHEs and their partnerships with LEAs and the WVDE.
  – Lack of communication and informational resources available from WVDE and LEAs.
  – Lack of opportunities for networking among IHE special education programs in WV.
  – Facilitate clarification of information to schools regarding placement of student teachers and other issues.
  – Facilitate additional partnerships between IHEs and LEAs and RESAs.
• Include IHEs with LEAs in trainings
  – WVDE summer academies
  – Webinars
  – Special Education Leadership Conferences
• Conduct survey to gather information about specific IHE programs and develop resource directory.
• Identify links available regarding job postings on WVDE websites for IHEs.
• Schedule additional meetings to continue to build relationships; discussion & presentations.
  – IHE’s requested WVDE certification & IEP training at next IHE/OSP partnership meeting.
Thank - you!