

## Georgia Teacher/Provider Retention Grant

The Georgia Teacher/Provider Retention Grant is a United States Department of Education, Office of Special Education Programs grant awarded on September 28, 2020 to the Georgia Department of Education, Division for Special Education Services and Supports.

The award is for \$500,000 per year for up to five years to address the retention of special education teachers and early intervention providers that have the necessary skills, knowledge, and support to effectively serve children with disabilities and their families.

- According to Georgia teacher shortage data collected across 2018 and 2019, Georgia had **3,400 vacancies** in special education teacher positions.
- New teacher data suggested that between 2018 and 2020, Georgia hired 1,235 new special education teachers and lost approximately the same number of special education teachers each year, meaning the gap in number of vacancies and number of hires has not narrowed.
- A large proportion of Georgia's teacher workforce is within the first three years of their teaching career, meaning they have limited experience, and need extensive training and mentoring, which is often a challenge for a field with high turnover and limited number of teachers.

### Highlights of the grant:

- Professional Learning
- Great Teachers and Leaders Center, American Institutes of Research, to develop a model induction program for K-12 special education teachers to support induction and retention
- Coaching component for new special education teachers
- Mixed Reality Simulation to support practice for **new special education teachers, building and district leaders, and special education leaders** in a safe environment with constructive feedback for professional growth.
- Support the growth of inclusive leaders by providing resources and professional learning
- Executive coaching component for new Special Education Directors (1st year directors)
- Develop a comprehensive personnel network to support birth-five for children with disabilities
- Provide stipends for early intervention providers to attend professional learning



**Partners in our work:**

- Georgia Department of Public Health, Babies Can't Wait
- Georgia State University, University Center for Excellence in Developmental Disabilities
- Georgia State University, Special Education Teacher Preparation
- Georgia State University, Leader Preparation
- Kennesaw State University, AVATAR Lab, Special Education Teacher Preparation
- University of West Georgia, Educational Leadership
- University of West Georgia, Early Learning Center
- University of West Georgia, Special Education Teacher Preparation
- RESA and GLRS network
- Georgia Local Education Agencies (LEAs), West Georgia RESA member LEAs
- Teacher/Leader Support Division, GaDOE Teaching and Learning
- Georgia PINES
- GaDOE State Schools
- Governor's Office of Student Achievement
- Professional Standards Commission
- Great Teachers and Leaders Center, American Institutes of Research
- Council of Chief State School Officers, Advancing Inclusive Principal Leadership
- The CEEDAR Center, University of Florida
- University of Georgia, Leader Preparation
- University of Connecticut
- Garrett Consulting, LLC (Evaluators)
- Parent to Parent of Georgia
- University System of Georgia

**Timeline:**

Grant period October 1, 2020 – September 30, 2025

**Desired Outcomes:**

- Increase outcomes for students with disabilities (achievement, graduation, and effective transition)
- Increase the retention of special education teachers and early intervention providers
- Develop a model induction program to be available regionally through the RESA/GLRS network across Georgia by providing high-quality professional learning for special education teachers and early intervention providers
- Advance inclusive leadership
- Continue to develop special education leaders and increase the retention of the special education leaders
- Develop a comprehensive personnel network for early intervention providers
- Increase the collaboration between Part C and Part B services