

# Improving Retention of Special Education Teachers and Early Intervention Personnel in Georgia: The Georgia Teacher/Provider Retention Program

Georgia Department of Education  
Division for Special Education Services and  
Supports

# Georgia Teacher/Provider Retention Program

- The purpose of this project is to improve the retention of special education teachers **and** early intervention providers in Georgia. Project will address retention in Georgia's Part B and Part C systems to ensure that children with disabilities and their families have teachers and providers with the necessary skills, knowledge, and support to be successful and happy in their positions.
  - USED Office of Special Education Programs
  - Awarded \$500,000 per year for up to five years

# Special Education Teacher Retention Data

- 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 their 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 numbers of teachers.

# Georgia Special Education Teacher Shortage and Retention Data\*

\*Based on released teacher shortage data from GaPSC.

Annual Year	Special Education Teacher Shortage %	Special Education Teacher Retention %
2019-2020	15%	81.8%
2018-2019	17%	83.3%
2017-2018	Not available	81.3%

# Highlights of the proposed services

- Professional Learning
  - Stipends for Early Intervention Providers
- Great Teachers and Leaders Center 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** in a safe environment with constructive feedback for professional growth.
- Mixed Reality Simulation to support practice for **building and district leaders** in a safe environment to support inclusive practice.
- Mixed Reality Simulation to support practice for **special education leaders** in a safe environment with feedback for professional growth.
- Coaching component for new Special Education Directors for 1st year directors.
- Develop a comprehensive personnel network to support birth-five for children with disabilities.

# Contact Information

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