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

State Implementation Team Meeting
March 19, 2021
Happy Friday!
Updates

- Contract Process
- New webpage for information about the Teacher/Provider Retention Grant
- 1st meeting with GLRS next Friday for the Model Induction Program
- Met with Connecticut and Texas to share the work of the grant
- Met with RESA Directors
- Met with West Georgia P-20
- Executive Coach for SELDA is off to a great start.
- New webpage for information about the Teacher/Provider Retention Grant
Georgia Teacher/Provider Retention Program

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.
Goal 1 - Model Induction Program Update

• High Leverage Practices reinforced with Mixed Reality Simulation
Train-the-Trainer Model

A structured method to teach a person or people who in turn trains others in their own environment.

Train instructors
A ToT workshop can build a pool of competent instructors who can then teach the material to other people.

Deliver Training
Deliver training to a group of educators

Community of Practice
Provides completed, continued, and targeted follow-up support once a professional development event has been completed.
Train-the-Trainer Model

A structured method to teach a person or people who in turn trains others in their own environment.

- Training and facilitation guidance
- MRS Training Session
- Community of Practice

Materials.
Inclusive within these modules are the materials that trainers need in order to conduct the professional learning activities independently:

- Facilitator’s guide
- Meeting agenda with recommended time allotments
- Slide presentation
- Professional learning activity handouts
Training Content

• HLP Session 1:
  • HLP #16: Use Explicit Instruction
  • HLP #18: Use Strategies to Promote Active Student Engagement
  • HLP #22: Provide positive and constructive feedback to guide students’ learning and behavior.

• HLP Session 2:
  • HLP #7: Establish a Consistent, Organized and Respectful Learning Environment
  • HLPs #8: Provide Positive and Constructive Feedback to Guide Students’ Learning and Behavior
  • HLP 9: Teach Social Behaviors
Training Content

• **IEP Session 3** (includes HLPs 4, 5, 6, 11, 12, & 13):
  - IEP Procedural Requirements
    - Prior Written Notice
    - Timelines
    - IDEA Requirements
  - Substantiative Requirements
    - Evaluation/Present Levels of Performance
    - Writing Goals and Objectives
    - Progress Monitoring
    - Supplemental Services
    - Services Grid, including Least Restrictive Environment

• **IEP Session 4** (includes HLPs 1 – 3):
  - Collaboration
  - Facilitating IEP Meetings
Training Content

• Mixed-reality Simulation
  • Overview
    • Preparing teachers to use virtual simulation
  • Application of HLPs
    • Modeling of how to structure interactive sessions
• Individualized Education Programs
  • Facilitating IEP Meetings
• Logistics
  • How to sign up for sessions, plan group time, and deadlines for lesson-plan submissions
• Laboratory
  • Hours and expectations
Project Timeline

Train-the-Trainer Sessions

- HLP Session 1: 14
- MRS Session 1: 15
- Work Session: 16
- HLP Session 2: 17
- MRS Session 2: 18

Kick-off: 26

GLRS Training to Teachers/Districts

HLP Training

- Monthly checkpoint: 14
- Monthly checkpoint: 11
- Monthly checkpoint: 8
- Monthly checkpoint: 13
- Monthly checkpoint: 10
- Monthly checkpoint: 8
- Monthly checkpoint: 12
- Monthly checkpoint: 16
- Monthly checkpoint: 13
- Monthly checkpoint: 18

MRS Training

- HLP 16
- HLP 18
- HLP 22
- HLP 7
- HLP 8
- HLP 9

Conduct Pre and Post HLP Self-Assessments

Conduct Needs Assessment

IEP
Goal 2 - Special Education Leadership Development Academy

Annette Murphy, Executive Coach
Goal 2 – Expand Inclusive Leadership Development
Goal 3 – Early Intervention Part C
Goal 4 - Data

- How do we align?
- How can we ensure access?
- What data do we still need?
Evaluation Update

Dr. Brent Garrett
Dr. Jocelyn Cooledge
Questions and Discussion
Contact Information

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