

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

**State Implementation Team Meeting
January 29, 2021**

WELCOME

Updates since our last meeting

- Meeting with OSEP Project Officer
- Contract Status
- Goal Workgroup Meetings

Goal Workgroup Sharing

Goal 1: Create a Model Induction Program for Georgia Teachers

- 1.1a: Increase innovation in teaching high-leverage practices through the development and implementation of a Model Induction Program. (AIR)
- 1.1b: Increase innovation in teaching high-leverage practices through the use of mixed reality simulation labs (IHE partners, with GLRS Network)
- 1.2: Increase coaching and immediate performance feedback for new special education teachers (through GLRS and RESA)

Goal Workgroup Sharing

Goal 2: Enhance and Extend Current New Leader and Inclusive Leadership Initiatives

- 2.1: Build a robust mentorship program within Georgia's SELDA
- 2.2: Increase coaching for new special education directors
- 2.3: Increase statewide training series on inclusive leadership
- 2.4: Implement inclusive leader awards and exemplars
- 2.5: Coordinate with Part C initiatives on EI leadership development

Goal Workgroup Sharing

Goal 3: Create a Comprehensive System of Personnel Development in Georgia

- 3.1. Create a Part C strategic planning team with subgroups representing each component of the CSPD.
- 3.2. Implement and evaluate each subcomponent of the CSPD.
- 3.3. Sustain each subcomponent of the CSPD post-funding.
- 3.4: Implement a merit & service scholarship program for early intervention providers

Goal Workgroup Sharing

Goal 4: Increase Quality and Use of Teacher/Provider Shortage Data in Georgia

- 4.1. Understand the range of and gaps in available teacher/provider shortage data currently available in Georgia.
- 4.2. Identify strategies for increasing the quality and accessibility of teacher/provider shortage data currently available in Georgia.
- 4.3. Implement the strategies identified in Objective 4.2.



Communications: Working as a team

Goal Workgroup Meetings



Communications Plan



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Evaluation Updates

January 29, 2021

Brent Garrett & Jocelyn Cooledge

Workgroup Meeting Recap

- December 2020 & January 2021 met with the four TPRP workgroups
 - Making small changes to the logic models
 - Management plans are being updated
 - Suggestions for adding individuals to workgroups

Program Measures

- GPRA Measure 1a & b: Number and percent of special education teachers and early intervention service providers that participated in project-funded activities that are retained in their current position or continuing to primarily serve children with disabilities in early intervention or school settings.
 - Will need to record individual participants.
 - Who needs to be in further discussions?

Program Measures

- GPRA Measure 2: Retention rate for special education teachers or EIS providers at the State, regional, or local system level that participated in project-funded activities compared to the historical retention of providers in the same State, regional, or local system(s) in years prior to participation in the proposed project.
 - What level of measurement (state, regional, local)?
 - Who needs to be in further discussions?

Other Long-Term Outcomes

- Increase the capacity of Georgia's education and EI leaders to support new special educators and new early interventionists.
- Increased retention of new special education directors.
- Sustained Part C Comprehensive System of Personnel Development (CSPD) Components.
- Increase the capacity of state, regional, and local stakeholders to use teacher/ provider shortage data to inform district, regional, and state induction initiatives, university preparation programs, and state policy.
- Increase the recruitment of teachers and EI providers compared to historical averages.

Reporting and Next Steps

Evaluation Next Steps: Reporting

- Drafting performance measures for APR (now-early February)
- Reviewing performance measures by workgroup (mid-February)
- Performance measure approval by OSEP (end of February)
- Performance period will close February 28th
- APR likely due April 30th

Evaluation Next Steps



ATTENDING
WORKGROUP
MEETINGS AS
OBSERVERS



IDENTIFYING DATA
SOURCES



BASELINE DATA FOR
PROGRAM MEASURES



QUARTERLY UPDATES
FOR PROJECT OFFICER

Questions for the evaluators?

Thank you.



The word "QUESTIONS" is rendered in a large, bold, white 3D sans-serif font. The letters have a slight shadow, giving them a three-dimensional appearance. The text is centered horizontally and is surrounded by a collection of semi-transparent, overlapping squares in various shades of blue and green. The squares vary in size and are scattered around the word, creating a dynamic and modern background. The overall composition is clean and professional, suitable for a presentation or educational material.

QUESTIONS

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