

O S E P



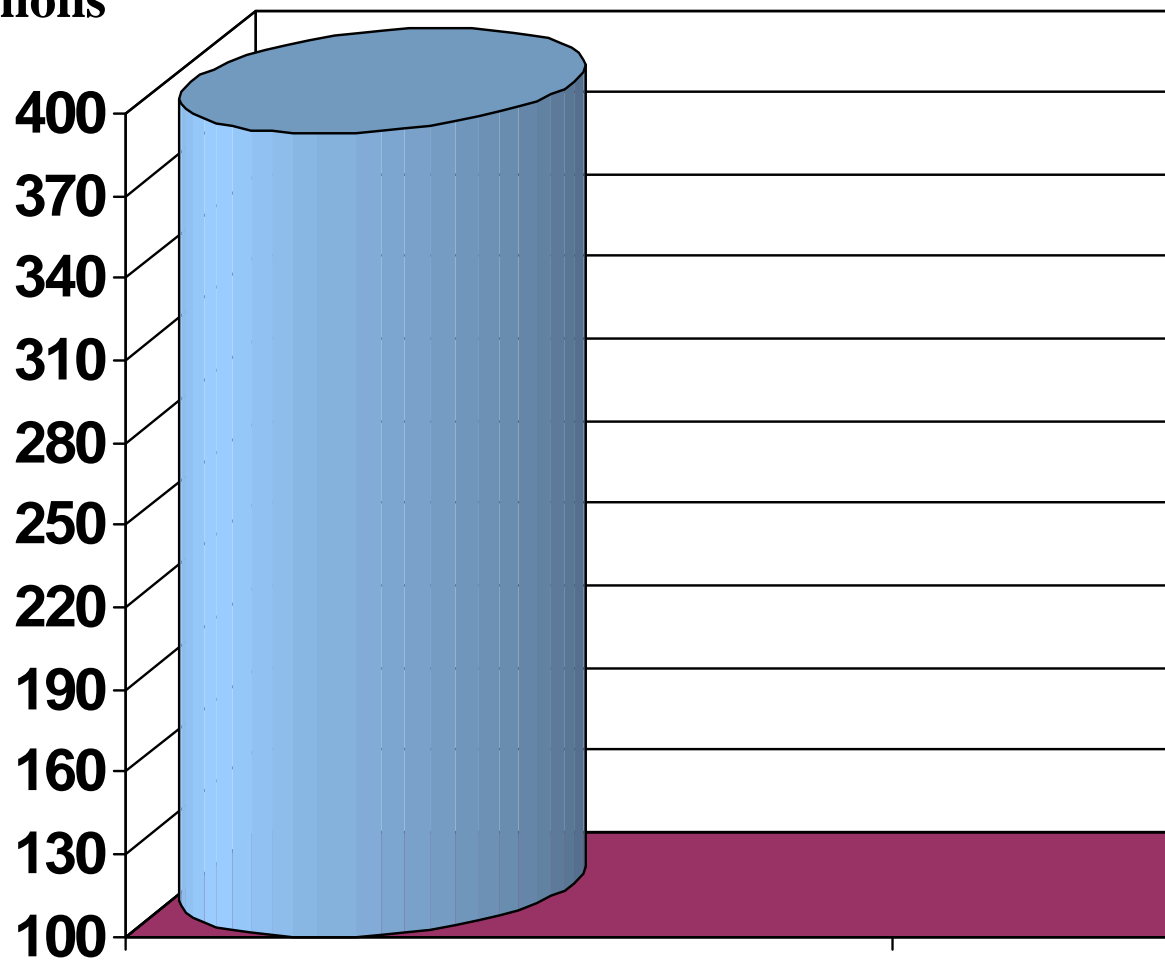
NASDSE
October 21, 2008

Office of Special Education Programs
United States Department of Education



TOTAL SIG FUNDING 1999-2008

Millions



Total 1999-2008

Attrition

- Approximately 50% of new hires in special education are responding to attrition

Attrition

- New teachers frequently leave the field after only one or two years in the classroom

Attrition

- Special educators leave at twice the rate (13.4%) of general educators (7%)
- Half of all special educators that leave the field go into general ed.

Attrition: Various Studies

- 3 years: 25.5% --All teachers
- 4 years: 32% --All teachers
- 5 years: 38.5%--All teachers

Attrition: Various Studies

- 40% special education teachers leave before fifth year
- Bureau National Affairs: 11.5%: Attrition + migration (leaving the organization)
- Corporate rate: 15.6%

Cost of Turnover

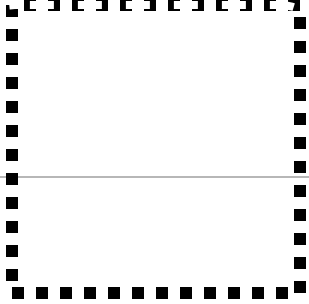
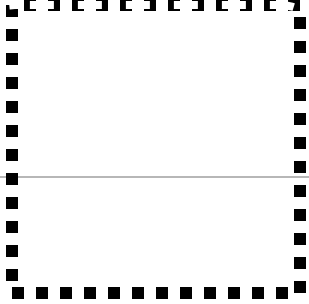
- Texas study: Twenty percent of the leaving teacher's annual salary
- Other estimates: Fifty percent to two hundred percent of the leaver's salary (Texas Center for Educational Research, 2000; Norton, 1999).

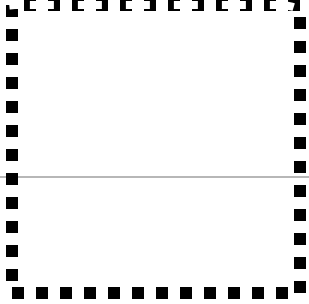
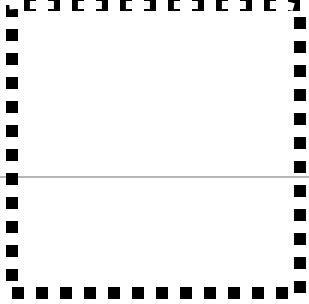
Effectiveness

- Darling-Hammond (2000) reported that inexperienced teachers, i.e., those with less than three years of experience, were typically less effective than more senior teachers

Mentoring/Induction

- Some programs achieved a five-year teacher retention rate as high as 80% (White and Mason, 2001; Whitaker, 2000).
- Increased student achievement. Beginning teachers who receive comprehensive induction support for two years, including mentoring, are more likely to have classes that achieve reading gains similar to the gains achieved by veteran teachers than teachers who do not receive this support. Strong (2006)

	<p style="text-align: center;">OUTCOMES (% of Participants who Demonstrate Knowledge, Demonstrate new Skills in a Training Setting, and Use new Skills in the Classroom)</p>		
<p style="text-align: center;">TRAINING COMPONENTS</p>	<p style="text-align: center;">Knowledge</p>	<p style="text-align: center;">Skill Demonstration</p>	<p style="text-align: center;">Use in the Classroom</p>
<p>Theory and Discussion</p>	<p style="text-align: center;">10%</p>	<p style="text-align: center;">5%</p>	<p style="text-align: center;">0%</p>
<p>..+Demonstration in Training</p>			
<p>...+ Practice & Feedback in Training</p>			
<p>...+ Coaching in Classroom</p>			

	<p style="text-align: center;">OUTCOMES (% of Participants who Demonstrate Knowledge, Demonstrate new Skills in a Training Setting, and Use new Skills in the Classroom)</p>		
<p style="text-align: center;">TRAINING COMPONENTS</p>	<p style="text-align: center;">Knowledge</p>	<p style="text-align: center;">Skill Demonstration</p>	<p style="text-align: center;">Use in the Classroom</p>
<p>Theory and Discussion</p>	<p style="text-align: center;">10%</p>	<p style="text-align: center;">5%</p>	<p style="text-align: center;">0%</p>
<p>..+Demonstration in Training</p>	<p style="text-align: center;">30%</p>	<p style="text-align: center;">20%</p>	<p style="text-align: center;">0%</p>
<p>...+ Practice & Feedback in Training</p>			
<p>...+ Coaching in Classroom</p>			

	<p style="text-align: center;">OUTCOMES (% of Participants who Demonstrate Knowledge, Demonstrate new Skills in a Training Setting, and Use new Skills in the Classroom)</p>		
<p style="text-align: center;">TRAINING COMPONENTS</p>	<p style="text-align: center;">Knowledge</p>	<p style="text-align: center;">Skill Demonstration</p>	<p style="text-align: center;">Use in the Classroom</p>
<p>Theory and Discussion</p>	<p style="text-align: center;">10%</p>	<p style="text-align: center;">5%</p>	<p style="text-align: center;">0%</p>
<p>..+Demonstration in Training</p>	<p style="text-align: center;">30%</p>	<p style="text-align: center;">20%</p>	<p style="text-align: center;">0%</p>
<p>...+ Practice & Feedback in Training</p>	<p style="text-align: center;">60%</p>	<p style="text-align: center;">60%</p>	<p style="text-align: center;">5%</p>
<p>...+ Coaching in Classroom</p>			<p style="text-align: center;">5%</p>

	OUTCOMES (% of Participants who Demonstrate Knowledge, Demonstrate new Skills in a Training Setting, and Use new Skills in the Classroom)		
TRAINING COMPONENTS	Knowledge	Skill Demonstration	Use in the Classroom
Theory and Discussion	10%	5%	0%
..+Demonstration in Training	30%	20%	0%
...+ Practice & Feedback in Training	60%	60%	5%
...+ Coaching in Classroom	95%	95%	95%