



Attract – Prepare - Retain

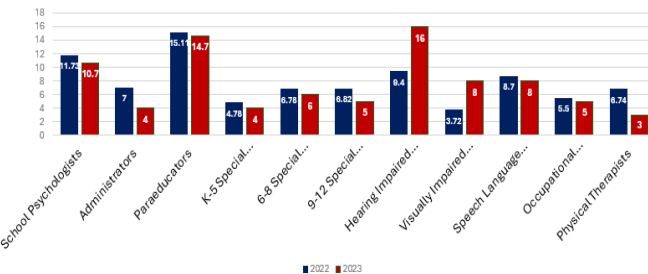
A key component to addressing special education personnel shortages is ensuring well-prepared, qualified personnel have access to and utilize evidence-based resources to effectively support students with disabilities.



APR Repository

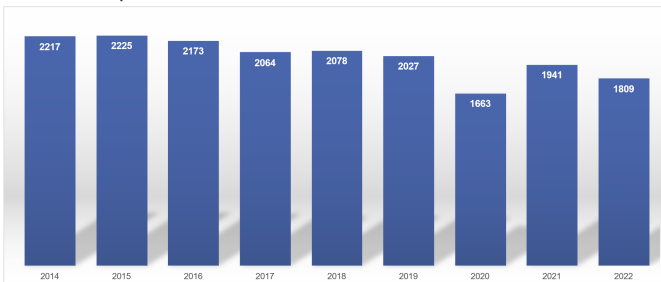
Data provides the motivation and direction for The Pennsylvania Department of Education, Bureau of Special Education's APR efforts.

PA Special Education Personnel Vacancies
By **Percent**: 2022 and 2023



Data Source: PAIU Regional Vacancy Data, 2022 and 2023.

First-Time Special Education Instructional I Certificates Awarded



Data Source: PA Teacher Information Management System, 2024.

Pennsylvania is committed to strengthening the special education personnel pipeline through targeted projects designed to:



Attract skilled, compassionate, and diverse individuals to the varied career options within the field of special education



Prepare special education personnel by building capacity through targeted professional development, technical assistance, and supports



Retain special education personnel long-term through the collective efforts of federal, state, and local entities.

APR Targeted Projects

**ATTRACT
&
PREPARE**

Grant Opportunities

Financial incentives to attract out-of-state graduate school psychologist interns, prepare individuals with bachelor's degrees for PK-12 special education teacher certification, prepare paraprofessionals in pursuit of associate degrees, and attract secondary/postsecondary students to careers in special education through learning opportunities.

PREPARE

Learning Institutes

In-person opportunities to practice, design, and develop tools and strategies with the intention of immediate application.

ATTRACT

Media Campaigns

Career Exploration Fact Sheets about professional roles within the field of special education.

RETAIN

Mentoring

A year-long opportunity for early career special education professionals to benefit from the knowledge and expertise of special education professionals with five or more years of experience.

RETAIN

Networking & Learning Communities

Carefully crafted opportunities to address current topics pertinent to Pennsylvania's special education personnel.



The Data



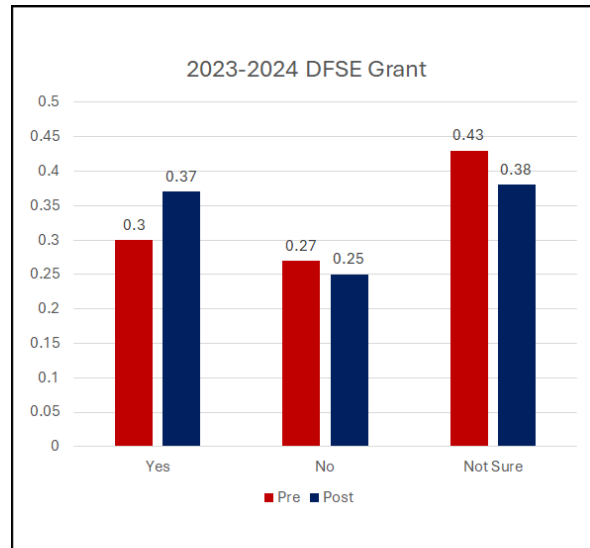
The Special Education
Teacher Pipeline In
Pennsylvania:
Year 2 Report

The Center for Analysis of Longitudinal Data in Education Research (CALDER) Center at the American Institutes for Research is gathering data about the special education teacher pipeline in Pennsylvania and the projects associated with the Pennsylvania Bureau of Special Education's Attract, Prepare, and Retain (APR) efforts. To provide formative feedback on the APR projects, participating students and educators were surveyed. These data provide some early evidence about how participants view their experiences with these projects.

Developing Future Special Educators Grant

Goal: Increase the interest of secondary/postsecondary student in pursuing a career as a special educator by providing experiential learning that supports the success of students with disabilities.

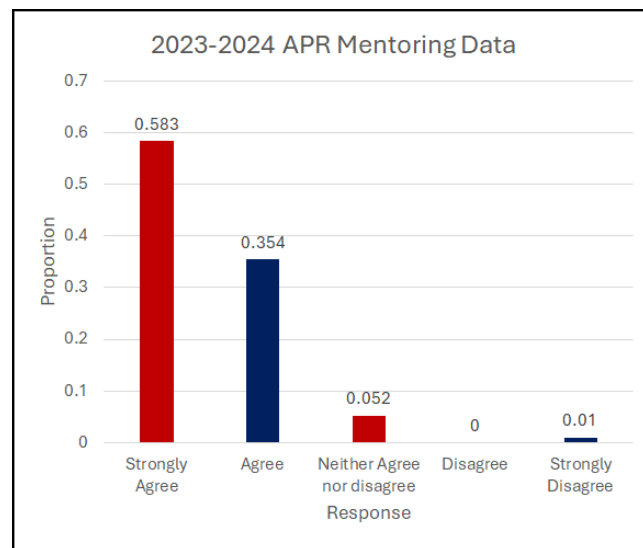
Do you currently have any interest in or plans to pursue a career in special education?



APR Mentoring Project

Goal: Increase the retention of special education personnel.

Reflecting on your experiences as a mentee this year, indicate how much you agree or disagree with the following statement: Participating in the APR Mentoring Project positively impacted my growth as a professional



APR Networking & Learning Community Project

Goal: Increase the retention of special education personnel through participation in networking opportunities.

The information shared in the session will be useful in my work.

