

Special Education Teacher Recruitment Incentive Recommendation

WCPSS Board of Education Work Session

August 3, 2021

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Special Education Teacher Expectations

- Deliver specially designed instruction to students as indicated by Individual Education Program (IEP) goals
- Monitor and evaluate the progress of students with disabilities
- Maintain confidentiality, and comply with federal, state, and local laws, regulations, guidelines, and procedures
- Position challenges may contribute to a smaller pool of qualified candidates



Special Education Teacher Qualifications

- Bachelor's degree from a regionally accredited college/university
- Hold or be eligible for a NC Professional Educator's License in Exceptional Children's teaching area (not including licenses in Academically or Intellectually Gifted)*



Vacancy Rates

Special Ed Teachers

- **Total Special Ed: 6.8%**
- **Regional Programs: 11.6%**
- **105 Vacant Positions**
 - 61 Special Education
 - 44 Regional Programs

Other Positions

- **Regular Ed Teachers: 2.4%**
- **Instructional Assistants: 11%**



Special Education Teacher Recruitment Incentive Recommendation

- **\$3,500 Recruitment Incentive**
 - **\$1,750** to be paid after first 3 months of employment if hired between July 1, 2021 and November 21, 2021
 - **\$1,750** to be paid in November 2022 (if teacher is still employed as a Special Education teacher through October 31, 2022)



Next Steps

- Requesting Board approval tonight
- Continue to advertise positions and recruitment incentive via wcpss.net/specialedjobs, email messages and social media
- Virtual info session - Aug. 11 at 5 p.m.
- Recruitment incentive payments begin in October 2021
- Explore additional strategies to improve Special Education teacher recruitment and retention

Dialogue and Questions

WHAT   
STARTS
 HERE
CHANGES
 EVERYTHING.