

Our SPED Model







Behavior Support



Modified



Related Services



Life Skills



Paraprofessionals

Our 2022-23 Team









Life Skills

Behavior Support



Paraprofessionals

Recommendations

Areas of Opportunity



Job-alike mentorship and professional development



Enhanced benefits



Increasing compensation and training for paraprofessionals and substitutes

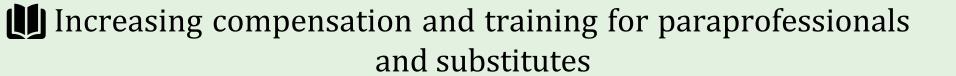


Job-alike mentorship and professional development

- Special education is a very diverse field.
- New teachers must have access to quality mentors who understand the complexities of their specific role, as well as the opportunity to observe experienced teachers in similar roles.
- All special education teachers could benefit from increased interaction with peers in the same teaching role. This can be accomplished by networking across campuses.



- As the cost of living rises, providing teachers with an enhanced set of benefits could make the teaching profession more sustainable.
- Examples: affordable childcare, affordable housing, gas mileage reimbursement



- Districts are struggling to attract and retain educators in these positions, and the resulting staff shortages are contributing to burnout for teachers.
- Many beginning paraprofessionals and substitutes have no training or experience in special education, and it can be difficult to adequately train them on the job.
- Creating a pool of trained special education substitutes could increase opportunities for new teacher and paraprofessional training.

Thank You!