

# **New Special Education Teacher Training Pathways**

**A Great Way to Grow Your Own**

## Your presenters today:



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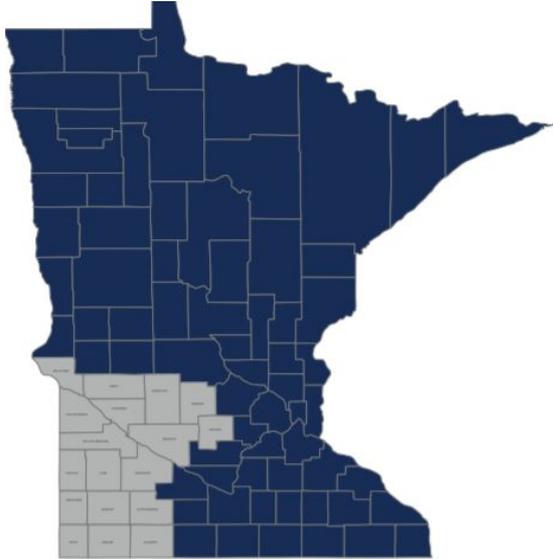


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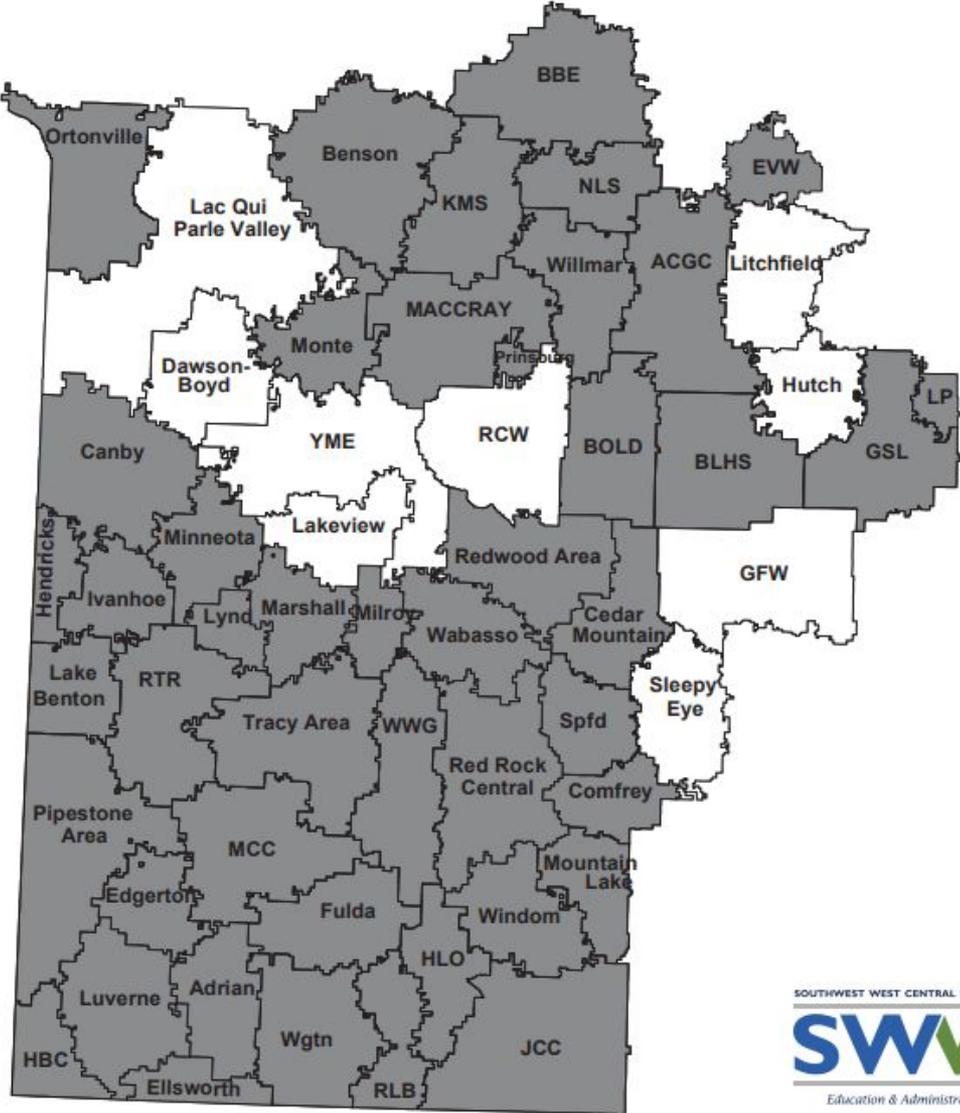
## Administrator Panel

Melissa Hanson, SWWC Special Education Director  
Holle Spessard, Tri-City United Director of Special Services  
Melanie Kray, SW Metro Intermediate Executive Director of Special Services

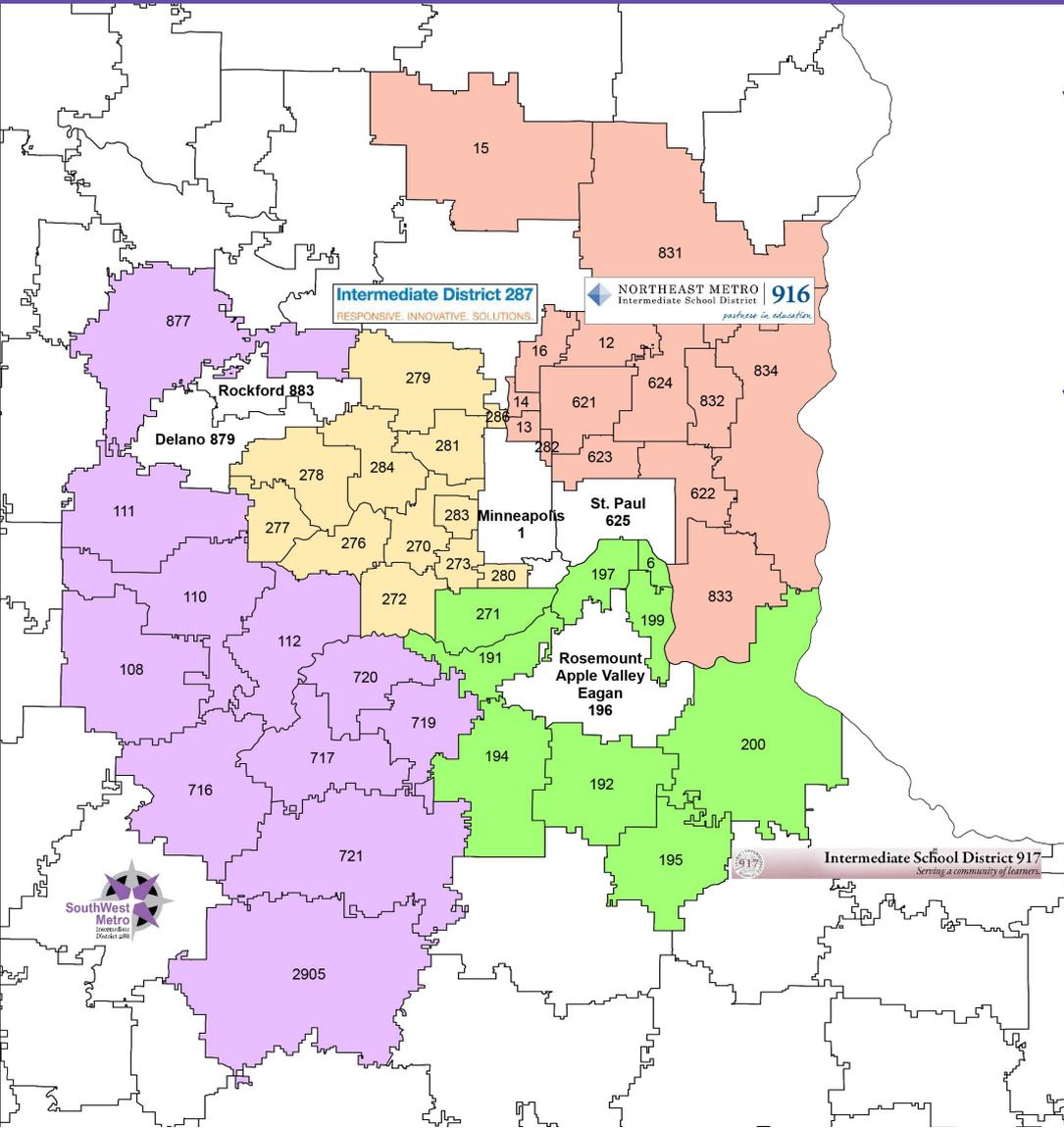
# SWWC- Who?



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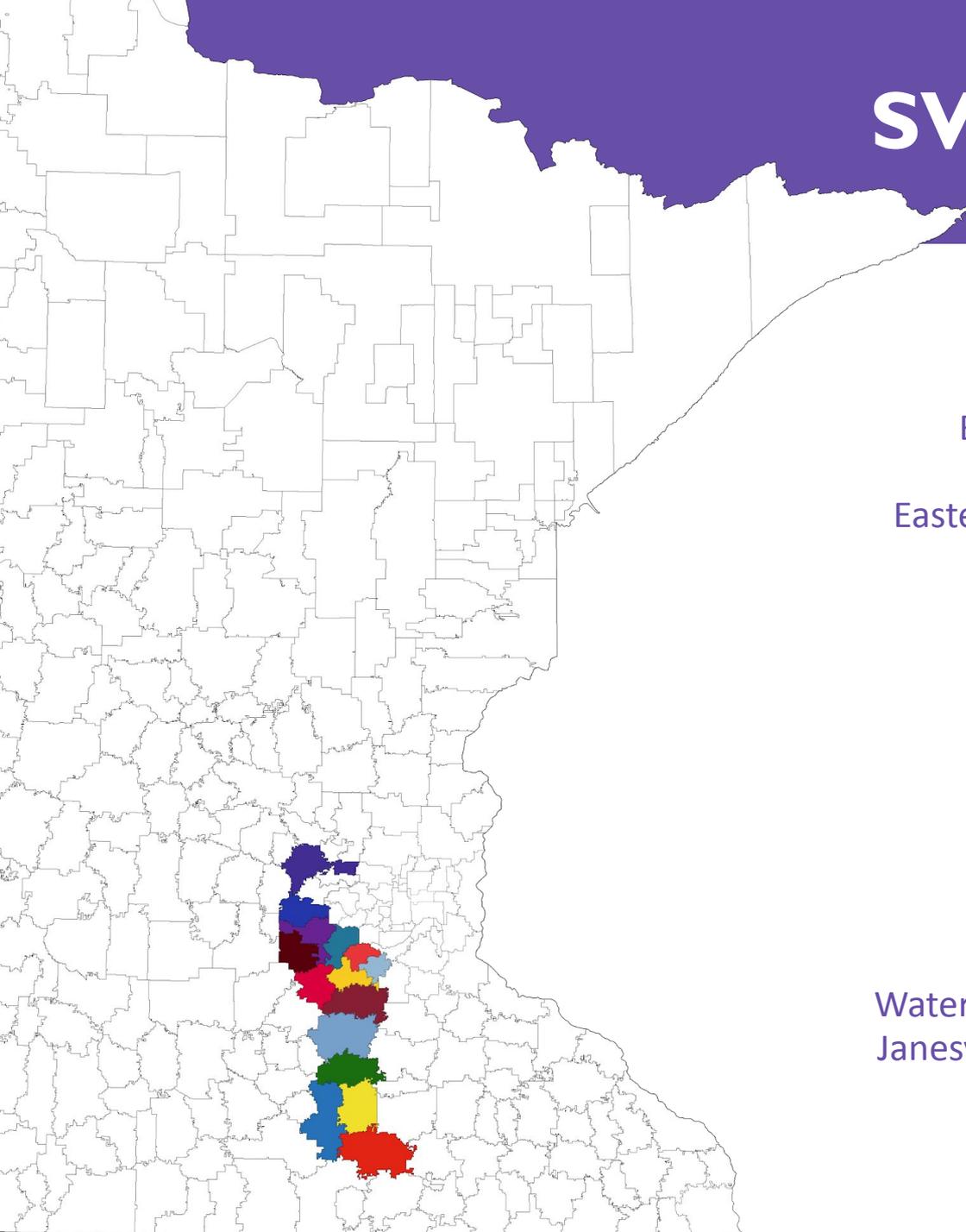
# SW Metro- Who?



We are one of four intermediate districts in Minnesota

We serve 11 member districts and 5 associate districts.

# SW Metro- Who?



## Member Public School Districts:

Belle Plaine	<i>District 716</i>
Buffalo-Hanover-Montrose	<i>District 877</i>
Central Public Schools	<i>District 108</i>
Eastern Carver County Schools	<i>District 112</i>
Jordan	<i>District 717</i>
New Prague	<i>District 721</i>
Prior Lake-Savage	<i>District 719</i>
Shakopee	<i>District 720</i>
Tri-City United	<i>District 2905</i>
Waconia	<i>District 110</i>
Watertown-Mayer	<i>District 111</i>

## Associate Member Districts:

Bloomington	<i>District 217</i>
Waterville-Elysian-Morristown	<i>District 2143</i>
Janesville-Waldorf-Pemberton	<i>District 2835</i>
Waseca	<i>District 829</i>
NRHEG	<i>District 2168</i>

## Teacher Shortage

- 41.9% of Minnesota school districts reported that teacher shortage is a serious problem
- Over 1 in 10 school districts (12.7%) report that they had to cancel classes or programs due to teacher shortage
- Licensure areas with a high percentage of teachers on special permissions includes Special Education

## Teacher Turnover

Public schools in Minnesota face the challenge of retaining teachers

- 46% increase in attrition

Rapid Attrition in the first five years

- Year 1- 15.1% leave
- Year 2- 25.9% leave
- Year 3- 31.9% leave (MDE 2017; 2019)

# SWWC-What?

## SWWC New/Newer Special Education Teacher Cohort

### Goal

- Develop capacity with the SWWC Service Cooperative Districts to support newer special education staff to ensure staff have access to training, tools, and resources to ultimately provide students the greatest level of achievement for student outcomes.

### Key Components

- The greatest focus on New Staff Induction will be on special education due process. However, there is also focus on the unique aspects of special needs instruction, behavior management and case manager duties.
- Ongoing support is given in a “Gradual Release” model through three individual Pathways that include Professional Development, Networking, teaching tools and strategies, and resources.

# SWWC-What?

## NSTC 101 Training Pathway

**Target Audience:** New Special Education Teachers on Variances, Community Experts, New To State Special Education Teachers without teaching experience, teachers that fit into the Tier 1 Licensures for Minnesota, or teachers that fit into the Tier 2 Licensures for Minnesota who are enrolled or have not completed a teacher preparation program. This training pathway is for the very beginner level of teachers in Special Education with little to no training or experience in Special Education.

- August: NSTC 101 SpEd Bootcamp Workshop
- September: Evaluation Writing On Demand Training
- October: IEP Writing On Demand Training
- November: Classroom/Behavior Management On Demand Training
- February: Specially Designed Instruction 101 Workshop
- June: Files, Files, Files Workshop (2 Day Workshop)
- Eight ½ Day Virtual Meeting throughout the school year (Training on small pieces at a time through the year so staff get the information they need to know as the year progresses and have continued supports with due process)
- Individual/district visits as needed for specific due process supports (Requests for individual/district visits must be completed and submitted with SpEd Director/Asst. Director)

**\*Move to NSTC 150 Following School Year\***

# SWWC-What?

## NSTC 150 Training Pathway

**Targeted Audience:** Newly Licensed Special Education Teachers with teaching experience, New to State Licensed Special Education Teachers with teaching experience, or who fit the New/Newer Licensed Special Education Teachers with 1-2 years of experience. Teachers who have completed the NSTC 101 Training Pathway.

- August: NSTC 150 SpEd Bootcamp Workshop
- September: ER Writing On Demand Training
- October: IEP Writing On Demand Training
- November: Classroom/Behavior Management On Demand Training
- February: Specially Designed Instruction “Intermediate” Workshop
- June: Files, Files, Files Workshop (2 Day Workshop)
- 4 Recorded Webinar Trainings
- 4 Half Day Virtual Trainings
- Individual Virtual Meeting visits as needed for specific due process supports (Requests for visits must be submitted by Sped Director/Asst. Director)
- \*(Webinars & Virtual Trainings will provide support on small pieces at a time through the year so staff get the information they need to know as the year progresses)

**\*Move to Pathway 201 Following School Year\***

## NSTC 201 Training Pathway

**Targeted Audience:** New/Newer Licensed Special Education Teachers with 2-4 years of experience, Special Education Teachers on Improvement Plans, Special Education Teachers who need more support in targeted areas, or teachers who fit the Tier 3 Licensure for Minnesota with continued need of support. Participants complete an individual goal sheet to assist in developing an individual pathway. Each participant will complete specific trainings to meet their individual goals on plan developed with Sped Administrator & District Supervisor input

- August: NSTC 201 SpEd Boot Camp Workshop
- September: ER Writing On Demand Training
- October: IEP Writing On Demand Training
- November: Classroom/Behavior Management On Demand Training
- February: Specially Designed Instruction “Intermediate” Workshop
- June: Files, Files, Files Workshop (2 Day Workshop)
- 4 Recorded Webinar Trainings
- 4 Half Day Virtual Trainings
- 8 Monthly Recorded Webinar Trainings throughout the school year (Webinars will cover due process specific areas)

**Complete & Review Form for NSTC 201 to determine specific needs for supports or determine they still need to continue in NSTC 201 following year.**

# SW Metro- What?

## SPED Cohort

**Targeted Audience:** New/Newer Licensed Special Education Teachers.

Teachers are encouraged to attend and registration was open to not only our member district teachers but neighboring district teachers.

- November: Working with IEPs, SPED forms, working with paraprofessionals
- January: Third party billing, steps to an IEP, Progress Reports
- February: Data collection, Writing a Prior Written Notice, reviewing Third Party Billing
- March: Positive Behavior Plans, Testing Modifications and Accommodations, ESY: Extended School Year
- April: Accommodations and Modifications Review, End of the Year To-Do, Due Process Schedule
- June: Getting ready for next year, SPED directors and teachers panel Q & A

# SW Metro- How?

## SPED Cohort

### **Format:**

- Online all year using Zoom platform.
- Directors of member districts presented in teams of two or three.
- Presentations were put into Google slides and shared out after the meeting as well.
- After every meeting, a survey went out to members of the cohort to see their thoughts, questions and follow-up for the next meeting.
- CEUs awarded for every meeting, a total of 16 CEU hours is possible if the teacher attended all sessions.
- Final meeting in person in June to celebrate the year, have a panel discussion and enjoy lunch together.

# SW Metro- How?

## Moving forward:

- Begin presentations earlier in the fall, September to June.
- Add in two more sessions for beginning of the year content
- Incentivize teachers to attend besides CEUs (some districts can pay staff to attend these sessions outside of school hours)
- Include SPED sessions for paraprofessionals next year
- Have sessions be more of a mix of online and in-person sessions
- Record some sessions for viewing at convenience of teachers, including readings and work completion between sessions

# SWWC-How?

Face to Face Workshops

Virtual Meetings and Recorded Webinars

I:I Supports (as needed)

RIST-Resources for Informed Teachers Website

COMING SOON for the 2021-2022 School year!  
NSTC Online Self-Paced On Demand Due Process  
Trainings

# Administrator Panel Q&A

What does this cost?

Do you pay your staff to participate?

How do you ensure staff participate?

# Ready to Create Your Own Training Pathways and want to learn more?

