

**CALIFORNIA STRATEGIC PLAN FOR THE RECRUITMENT,  
PREPARATION, AND RETENTION OF SPECIAL EDUCATION PERSONNEL  
(Revised June 2009)**

***Implementation and Outcomes Summary 2007-2009***

- Reconstituted Leadership Team with representation from ACSA, CAPSE, CAPSES, ACSE, CTA, CFT, CSEA, CDE/SED, CDE/ Professional Services Division, CTC, CalSTAT, UC Riverside, RIMS CTAP, CA Comprehensive Ctr/WestED, SELPA, SEACO, CSEA Governmental Affairs, CSHA, Independent Colleges, IRIS West, CCSESA/PMAT Clearinghouse, CARS+, CSU, Sacramento, Claremont University, CSU, Chico, National University, and Parent Organization (Yuba City Family SOUP)
- Increased statewide partnerships and connections with CTC, Math, Science, English Language Arts, Social Science Specialists, P16 Council, Paraprofessionals, and Service Learning Experts
- Increased TEACH CALIFORNIA.ORG website features, and continued distribution of recruitment materials
- Revision of CA Education Specialist Credential and standards
- Development of Special Education Supports Module (SESM) for CA Healthy Kids Survey (CHKS) and School Climate Survey (CSCS)
- Increased professional development opportunities (IRIS West, CDE Webcasts & trainings, CTQ Forums)

**Revised CA Strategic Plan (June 2009)**

**RECRUITMENT:**

*Strategic Focus Area:* TEACH CALIFORNIA.ORG WEBSITE

Continue the development of a public relations campaign to raise the profile on the need for special educators.

- Teach CA Web site, brochure development, recruitment toolkit distribution, partnership creation, enhanced Web site participant registration and tracking system, maintenance of outreach efforts, and increased web links

*Outcome:* Increase the number of individuals entering the special education profession

*Next Steps:* Continue to improve TEACH CA Web site features and outreach

**PREPARATION:**

*Strategic Focus Area:* CA EDUCATION SPECIALIST CREDENTIAL REVISIONS

Contribute to credential revisions.

*Outcome:* Expand accessibility for special education state certification

*Next Steps:* Implement new state credential standards and structure. Increase accessibility and distance learning across all credential areas, especially in the area of low-incidence disabilities (CSU, Los Angeles SIG Project)

**RETENTION:**

*Strategic Focus Area:* SPECIAL EDUCATION SUPPORTS MODULE (SESM)

Assess teaching and learning conditions at the school site that impact special education personnel retention rates.

- Research and development on special education teacher retention, White Paper development, Connection to CDE P-16 and CA Healthy Kids Survey (CHKS) and the CA School Climate Survey (CSCS), Creation and inclusion of a special education research-based subset of questions (SESM) to the California Healthy Kids Survey (CHKS)/ California School Climate Survey (CSCS)

*Outcome:* Improve special education personnel retention rates.

*Next Steps:* Develop toolkit and pilot wrap around support services /Technical Assistance

## ***ACRONYM GLOSSARY***

ACSA	Association of CA School Administrators
CAPSES	California Association of Private Special Education Schools
CAPSE	California Association of Professors of Special Education
ACSE	Advisory Commission for Special Education
CTA	California Teachers Association
CFT	California Federation of Teachers
CSEA	California School Employees Association
CDE/SED	California Department of Education/Special Education Division
CDE	California Department of Education
CTC	Commission on Teacher Credentialing
SELPA	Special Education Local Plan Area Administrators
SEACO	Special Education Administrators of County Offices
CSEA Governmental Affairs	California School Employees Association Governmental Affairs
CSHA	California Speech, Language, and Hearing Association
IRIS- West	Idea and Research for Inclusive Settings - West
CCSESEA	California County Superintendents Educational Services Association
PMAT Clearinghouse	Personnel Management Assistance Teams
CARS+	California Association of Resource Specialists Plus
CSU	California State University
P16 COUNCIL	Preschool – University (Grade 16) Council
TEACH CALIFORNIA.ORG	<a href="http://www.TEACHCalifornia.org">www.TEACHCalifornia.org</a> website
CHKS	California Healthy Kids Survey
CSCS	California School Climate Survey
CTQ	Center for Teacher Quality
SIG Project	State Improvement Grant
CalSTAT	California Services for Technical Assistance and Training
CTAP	California Technical Assistance Project