

Oregon Special Education
Recruitment & Retention Project

List of Resources: Recruitment

TR ID #	Title	Date	Abstract	Where to get it
REC-00-001	A Guide to Today's Teacher Recruitment Challenges	2000	This is part of Recruiting New Teacher's "Toolkit" designed to help states and school districts meet their teacher recruitment and retention challenges. This introductory guide will help you to understand: 1) The facts about today's national teacher shortage crisis, 2) How to make a case for stepping up your diversity teacher recruitment efforts, 3) Strategies for selling your district to prospective teachers, and 4) The use of the internet in teacher recruitment.	Recruiting New Teachers, Inc. 385 Concord Ave, Suite 103, Belmont, MA 02478 (617) 489-6000, fax: (617) 489-6005, e-mail: rnt@rnt.org , website: www.rnt.org
REC-00-002	A Guide to Developing Paraeducator-to-Teacher Programs	2000	This is part of Recruiting New Teacher's "Toolkit" designed to help states and school districts meet their teacher recruitment and retention challenges. This guide will help you understand: 1) The value of paraeducator-to-teacher programs, 2) Obstacles paraeducators face in becoming teachers, 3) Important elements of effective programs, 4) What is involved in staffing and recruiting participants, and 5) How to build support for your program.	Recruiting New Teachers, Inc. 385 Concord Ave, Suite 103, Belmont, MA 02478 (617) 489-6000, fax: (617) 489-6005, e-mail: rnt@rnt.org , website: www.rnt.org
REC-01-001	A Guide to Developing High School Teaching Career Academies	2000	A component of the Recruiting New Teacher's Urban Teaching Academy Project, it takes best practices from high school teacher academies around the country and organizes them in to the steps needed to design and implement programs. The purpose of the toolkit is to help districts plan and institutionalize high school teaching career academies in order to nurture and "grow"	Recruiting New Teachers, Inc. 385 Concord Ave, Suite 103, Belmont, MA 02478 (617) 489-6000, fax: (617) 489-6005, e-mail: rnt@rnt.org , website: www.rnt.org
REC-01-002	Special Topical Issue: Rural Special Education. The State of the Art of rural Special Education.	1/1984	An article describing the unique challenges facing service providers in the rural education environment.	Exceptional Children, Vol 50, No 4, January 1984
REC-99-001	34 Activities to Promote Careers in Special Education & Related Services	1996	This book contains activities designed to interest people in the field of Special Education.	National Clearinghouse for Professions in Special Education The Council for Exceptional Children 1920 Association Dr, Reston VA 20191-1598, 800-641-7824, e-mail: ncpse@cec.sped.org , web site: www.cec.sped.org/bk/catalog.html
REC-99-002	All Classes of Special Education Teachers in Demand Throughout Nation	6/24/1999	This is the third installment of a five-part series about the nation's supply of and demand for qualified teachers. It examines the reasons many	Internet: Education Week on-line http://www.edweek.org/edsearch.cfm

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			special education teachers burnout as a result of time-consuming duties and legal responsibilities - usually without additional pay. It discusses innovative incentives being used to increase supply.	
REC-99-003	Burgeoning Nevada District Concentrates on 'Growing' Its Own	6/24/1999	Clark County, Nev. school officials couldn't find enough special educators to fill classrooms in their fast-growing district. So they found 30 paraprofessionals, long-term substitutes, and parents of students with disabilities--who wanted to become teachers. The school worked with University of Nevada, Las Vegas, to create a curriculum that would put these people on a fast track to a special education degree.	Internet: Education Week on-line http://www.edweek.org/edsearch.cfm
REC-99-004	Do you Want to Make a Difference in the Lives of Students with Special Needs? Careers in Special Education and Related Service	1998	This guide is designed for high school students interested in careers in special education and related services. It outlines the different roles of special education and related services professionals who teach and provide specifically designed instruction and services to children with disabilities. It addresses the different disabilities that students may have and federal legislation that requires services to be provided.	National Clearinghouse for Professions in Special Education The Council for Exceptional Children 1920 Association Dr, Reston VA 20191-1598, 800-641-7824, e-mail: ncpse@cec.sped.org , web site: www.cec.sped.org/bk/catalog.html
REC-99-005	Introducing High School Students to Careers in Special Education: An Activities Guide	9/1991	The purpose of this guide is to assist chapters of the Council for Exceptional Children (CEC) and other groups of special educators to plan, design, and implement community activities that increase awareness of high school students about career possibilities within special education and provide information about how to pursue a career in the special education profession.	EDRS - ERIC # ED342146 EDRS Ordering Information: website: www.edrs.com Customer Service Representatives are available Monday – Friday from 8am – 6pm (EST) PHONE 703-440-1400, or TOLL_FREE (in U.S & Canada) 800-443-3742, FAX 703-440-1408 E-MAIL service@edrs.com
REC-99-006	Measured Steps: An Evaluation Handbook for Improving Teacher Recruitment Programs	1998	This handbook addresses the information and assessment needs of teacher recruitment programs. Designed for the beginning evaluator, it includes a step-by-step guide to examine the effectiveness of program activities and strategies and track program participant's progress after graduation.	Recruiting New Teachers, Inc. 385 Concord Ave, Suite 103, Belmont, MA 02478 (617) 489-6000, fax: (617) 489-6005, e-mail: rnt@rnt.org , website: www.rnt.org
REC-99-007	Recruitment and Retention of Special Educators and Related Services Personnel: State Plan and State Strategic Plan Provisions	1997	This paper reviews all of the 50 state plans required under Part B of the Individuals with Disabilities Education Act (IDEA) in order to identify state initiatives dealing with the recruitment and retention of special education personnel.	EDRS - ERIC # ED420984 EDRS Ordering Information: website: www.edrs.com Customer Service Representatives are available Monday – Friday from 8am – 6pm (EST) PHONE 703-440-1400, or TOLL_FREE (in U.S & Canada) 800-443-3742, FAX 703-440-1408 E-MAIL

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REC-99-008	Special Education Personnel Recruitment Practices: A Manual for Administrators	June, 1987	This guide deals with issues of recruitment and retention of both regular and special educators, and emphasizes the need for school administrators to upgrade or establish formalized recruitment programs. It describes programs developed by states or localities to meet their personnel needs.	EDRS - ERIC # ED297495 EDRS Ordering Information: website: www.edrs.com Customer Service Representatives are available Monday – Friday from 8am – 6pm (EST) PHONE 703-440-1400, or TOLL_FREE (in U.S & Canada) 800-443-3742, FAX 703-440-1408 E-MAIL service@edrs.com
REC-99-009	State Policies to Improve the Teacher Workforce	1993	The purpose is to encourage state leaders across the nation to start, continue or refine their own conversations about teacher development and educational reform. Defines teacher development systems and underscores their centrality to reform. Discusses 10 interrelated "guiding principles" that state leaders may find valuable as starting points for the design and implementation of teacher development systems.	Recruiting New Teachers, Inc. 385 Concord Ave, Suite 103, Belmont, MA 02478 (617) 489-6000, fax: (617) 489-6005, e-mail: rnt@rnt.org, website: www.rnt.org
REC-99-010	Teaching's Next Generation: A National Study of Precollegiate Teacher Recruitment	1993	This study was conducted for the purpose of identifying, classifying, and analyzing the range of precollegiate teacher recruitment programs now in operation across the nation and making recommendations to the DeWitt Wallace-Reader's Digest Fund on potential grant making opportunities. The study concluded that precollegiate teacher recruitment programs show clear promise as critical contributors to the creation of a new, more diverse, and more professional cohort of teachers. It noted strengths and weaknesses of five district program models and nine conditions for successful programs.	Recruiting New Teachers, Inc. 385 Concord Ave, Suite 103, Belmont, MA 02478 (617) 489-6000, fax: (617) 489-6005, e-mail: rnt@rnt.org, website: www.rnt.org
REC-99-011	2000 Job Search Handbook for Educators	1999	This handbook can help teacher candidates organize successful job searches. It provides assistance on analyzing skills, interests, and personality in light of qualities sought most often by school districts, and assistance on making most of student teaching opportunities, maximizing college/university career services office, stress management and strategies for a successful first year of teaching.	website: www.aeee.org American Association for Employment in Education PO Box 1265 Columbus, OH 43216-1265 Cost: \$8
REC-99-012	SPeNSE: Study of Personnel Needs in Special Education	8/30/1999	A study on factors affecting the quantity and quality of special education personnel. This research-based study was conducted as part of a federal grant.	www.spense.org Final report submitted to U.S. Department of Education, Office of Special Education Programs by Westat through Research Triangle Institute Contract # HS97017001
REC-99-013	Surveys To Examine Lack of Special Ed Teachers - article in Special Education Report	9/15/1999	Federally funded researchers have written four surveys for an ambitious three-year study of the nation's acute shortage of special education teachers. The surveys -	surveys available online at www.spense.org For article reprints, contact Linda

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			a wide-ranging series designed to examine factors ranging from salary to demographics-will conclusively identify causes of the shortage and effective ways to alleviate it, according to researchers.	McKenna at (301)417-7591 or e-mail lmckenna@aspenspubl.com
REC-99-014	Doing What Matters Most: Investing in Quality teaching.	11/1997	This one-year anniversary report reviews national, state, and local initiatives to implement Commission recommendations on improving teacher education and teaching quality, and charts progress toward its goal of highly qualified teaching in every classroom; the report includes extensive national and state-by-state data.	Kutztown Publishing Co., Inc. PO Box 326 Kutztown, PA 19530-0326 toll free: 1-888-492-1241 fax: 1-610-683-5616 cost: \$15
REC-99-015	What Matters Most: Teaching for America's Future	1996	The initial 1996 report in which the 26 members of the National Commission on Teaching and America's Future, after two years of study, laid out a blueprint for recruiting, preparing, and supporting excellent teachers for America's schools. (Both the full and summary set are available).	Kutztown Publishing Co., Inc. PO Box 326 Kutztown, PA 19530-0326 toll free: 1-888-492-1241 fax: 1-610-683-5616 cost: \$20
REC-99-016	Special Education in an Era of School Reform - Preparing Special Education Teachers.	9/1997	This report is part of a series on contemporary school reform and special education. This current series discusses four elements of school reform and shows how they impact special education.	The Federal Resource Center Academy for Educational Development 1875 Connecticut Ave., Suite 900 Washington, DC 20009 (202) 884-8215 e-mail: frc@aed.org web site: www.dssc.org
REC-99-017	Teacher shortage: False Alarm	11/19/1999	A PBS program, which discusses the flaws in the system that creates shortages of teachers in different, credentialed areas or geographic locations.	internet: www.pbs.org/merrow/
REC-99-018	Standards of No Standards? Teacher Quality in the 21st Century	11/19/1999	This article discusses NCATE standards to insure teacher quality in the 21st century. The standards focus on teacher competence and knowledge of subject matter content. It makes recommendations to solving the problem of inadequately prepared teachers. It discusses the problems inherent and demonstrated in granting emergency licensure to those who are unprepared for their roles.	internet: www.ncate.org
REC-99-019	The Teacher Shortage: Wrong Diagnosis, Phony Cures	10/6/1999	Merrow states "Education's real problems lie within the system that is already in place, and no influx of idealistic men and women will change that." This article examines reasons behind the teacher shortage including; lack of rigorous training and respect for the profession and the widespread use of "out-of-field" teaching.	Education Week on-line www.edweek.org/ew/ewstory.cfm?slug=06merrow.h19 or Education Week, October 6, 1999 Vol. 19, Number 6
REC-99-020	The Official Travel Guide Oregon	1999	This book, which lists sites and attractions around Oregon, is geared toward attracting people to our state. Text and pictures can be used to inspire publications and to promote local areas	Oregon Tourism Commission 775 Summer St NE Salem, OR 97310 503-986-0000 fax: 503-986-0001
REC-99-021	Special Educator Supply and Demand	12/1996	This article discusses the differing demands for	LIAISON Bulletin

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	in Rural Areas: Facing the Issues		teachers and other qualified school personnel in various regional, state and local areas.	1800 Diagonal Rd, Suite 320 Alexandria, VA 22314 703-519-3800
REC-99-022	Certification/Licensure in Special Education: An Overview of State Approaches. Networking System for Training Education Personnel		Provides basic information on the current status of state certification/licensure in some general areas such as categorical certification and reciprocity agreements. It discusses the differing requirements states have of teachers pursuing certification/licensure in their state.	To order additional copies of this Issue Brief, Call 1-800-424-1616
REC-99-023	What Every Special Educator Should Know: the international standards for the preparation and certification of special education	1996	Explains CEC International Standards for entry into special education practice. It lists the requirements for entry-level special educators seeking certification to practice and stipulations of continuing education required of practicing special educators.	The Council for Exceptional Children 1920 Association Drive Reston, Virginia 20191-1589 (703) 620-3660 TTY(703)264-9449 www.cec.sped.org
REC-99-024	Experiencing Education - the Teacher Cadet Program	1998	This book details the curriculum used by a pilot project started in South Carolina to attract young people to teaching careers by giving them the opportunity to study education and teaching in a challenging classroom environment.	The South Carolina Center for Teacher Recruitment, Ward House Rock Hill, SC 29733 1-803-323-4032
REC-99-025	Productivity of Teacher Preparation Programs: Surplus or Shortage in Quantity and Quality of Degree Candidates	9/21/1999	This report contains national information about the productivity of teacher preparation programs in terms of the quantity and quality (i.e., certification level) of its degree graduates who become employed in public and private schools.	Center for Research and Evaluation in Social Policy, Graduate School of Education, University of Pennsylvania, 3700 Walnut St, Philadelphia, PA 19104
REC-99-026	Recruiting and Preparing Quality Teachers	1998	This paper highlights programs that some states are successfully using to improve recruitment and insure quality teacher preparation.	U.S. Dept. of Education 1-800-4ED-Pubs. Internet: www.ed.gov/inits/teachers/teach.html
REC-99-027	New Kids on the Block: How to Recruit, Select, and Orient School Employees	2/22/1992	A conference presentation on the recruitment, selection and orientation of school employees are highlighted in this paper. Part 1 describes organizing strategies for recruitment and selection. Practices for attracting capable teacher candidates are presented in the second part and Part 3 describes stages in the pool screen/hiring process and in administrator interview training.	EDRS - ERIC # ED343238 EDRS Ordering Information: website: www.edrs.com Customer Service Representatives are available Monday – Friday from 8am – 6pm (EST) PHONE 703-440-1400, or TOLL_FREE (in U.S & Canada) 800-443-3742, FAX 703-440-1408 E-MAIL service@edrs.com
REC-99-028	Are Special Educators' Career Paths Special?	7/1991	Research to document career decisions of special educators. Documents recurring situations and factors that are predictors to special educators who leave the field.	Judith Singer, Associate Professor of Education, Harvard University, Graduate School of Education, Larsen Hall, Cambridge, MA 02138, 617-495-1961
REC-99-029	The Influences of Salaries and "Opportunity Costs" on Teachers' Career Choices" Evidence from North Carolina	8/1989	The authors explored the relationship between the risk of leaving teaching, and teacher salary and opportunity cost. They are able to examine simultaneously various predictors of risk of leaving teaching to determine whether the effects of these predictors remain constant or vary across teachers' careers. The authors conclude by discussing implications for policy and for teacher	Harvard Educational Review - Teachers' Career Choices Vol. 59, No. 3 August 1989

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			supply and demand models.	