

TEACHER TURNOVER IN SPECIAL EDUCATION

Presented at
The Council for Exceptional Children
Annual Convention
Louisville, Kentucky

Bonnie S. Billingsley
Virginia Tech
School of Education
April 19, 2007

OVERVIEW

- Shortage and turnover trends
- Costs of turnover
- Contributors to turnover
- How to improve retention

TEACHER SHORTAGE TRENDS

- Chronic
- Pervasive
- Growing
- Inadequate supply
- Inadequate diversity

TURNOVER & TEACHER SHORTAGE



TURNOVER RATES

Boe, Cook, & Sunderland (in press)

<i>Switch/transfer</i> to general education	8.27%
<i>Exit</i> to non-teaching positions	6.74%
<i>Move or migrate</i> to other special education positions	7.85%
<i>TOTAL</i>	22.85%

INCREASING TURNOVER

Boe, Cook, & Sunderland (in press)

- 18.8% (1991-92)
- 21.4% (1994-95)
- 27.7% (2001-02)

TURNOVER COSTS

- Financial
- School
- Inclusive reform
- Student
- Teacher

COSTS UNEQUALLY DISTRIBUTED

Fall & Billingsley (2007)

- Administrators in high poverty schools
 - Significantly higher turnover rates
 - Significantly higher vacant positions
- How districts address shortage
 - Employ uncertified/substitute teachers
 - Raise caseloads
 - Increase paraprofessionals

RESEARCH ON TEACHER TURNOVER

- Ask teachers why they left
- Investigate factors associated with leaving
 - Teacher characteristics
 - Teacher preparation/induction
 - District/school characteristics
 - Work conditions

REASONS FOR LEAVING

- Special educators leave for:
 - Personal reasons
 - Work-related reasons
 - Other reasons (e.g., retirement, involuntary)
- Special educators more likely to leave due to dissatisfaction

TEACHER CHARACTERISTICS & TURNOVER

- Strong support
 - High turnover rates among new teachers
- Some support
 - Higher leaving rates among whites and females (Guarino et al., 2006)
 - No consistent findings about race and gender in special education

HIGHER TURNOVER AMONG THOSE WITH LESS PREPARATION

Boe, Cook, & Sunderland, 2006

Teacher Preparation

Extensive

8.6%

Some

11.9%

Little / No

17.8%

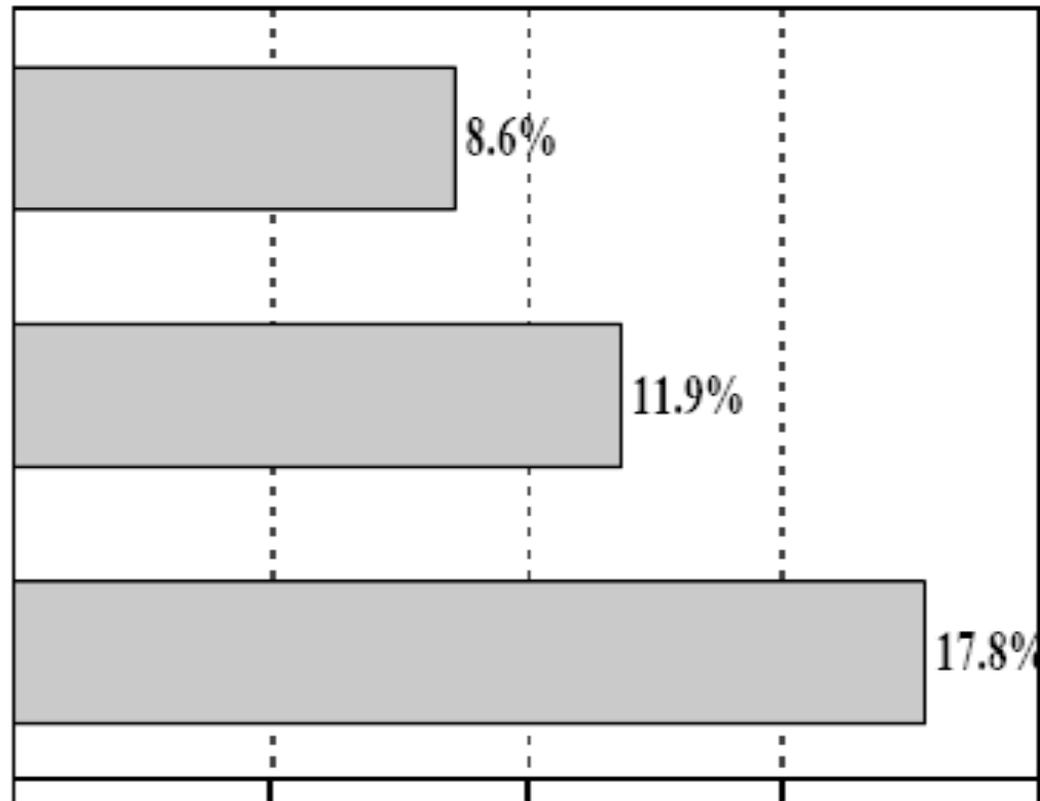
0%

5%

10%

15%

20%



WORK CONDITIONS & TURNOVER

- School climate
- Leader support
- Collaboration
- Job design
- Resources
- Compensation

CONCLUSIONS

Teacher Shortage

+

High Turnover

+

New Demands

=

MAJOR CHALLENGE!

LABOR MARKET THEORY OF SUPPLY AND DEMAND*

- Individuals will enter/remain if most attractive activity available
 - Overall compensation
- Adjust attractiveness of the job
- Elements of attractiveness become the policy levers to increase retention

*Applied to teacher supply, demand and retention by Guarino, Santibanez, & Daley, 2006

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