

SPECIAL EDUCATION TEACHER PREP

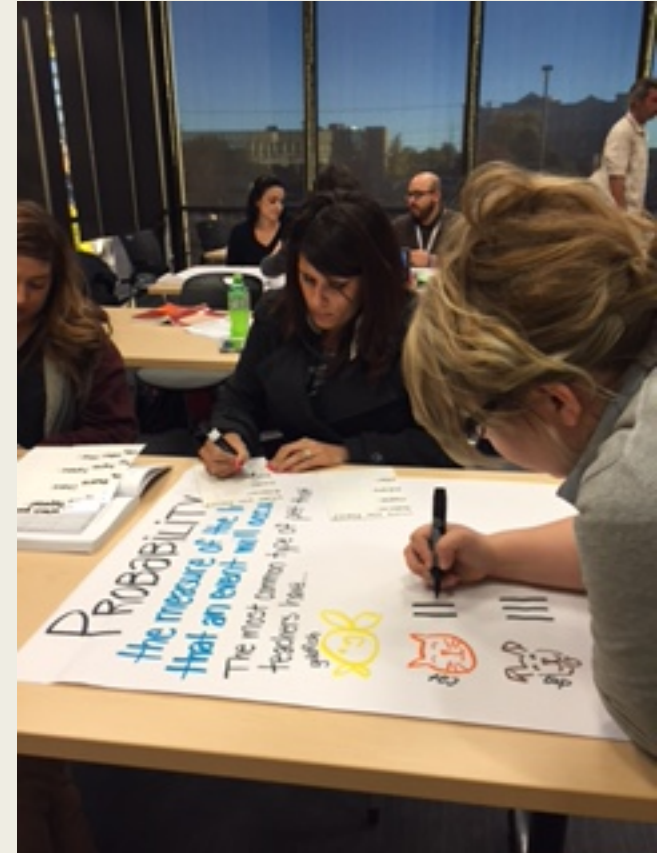
NMHU/APS Partnership



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How it started...Summer of 2014

- Severe shortage of special education teachers
 - *High Number of Alternative License Teachers*
- What do we want inexperienced teachers to know...
 - *Academics*
 - *Pedagogy*
 - *Special Education Compliance & Processes*
- Let's do it
 - *Relationship with NM Highlands*
 - *Course Credits*
- Job fair
 - *Have a degree come see me...*



Partnership with NMHU

- Fall of 2014 1st cohort - seven individuals were interested
 - *Course work towards certification*
 - *APS staff as adjunct professors and mentor teachers*
 - *Lots of support in their own classroom with their own students*
 - *Working together to learn from one another*



NMHU Obtained Grant

- Grant was obtained by Dean James Alarid at NMHU
 - *Another cohort of students was started in the Spring semester 2015*
 - Covers Tuition and Books for students
 - *Original group received benefits for the remainder of their Certification and Master's Degrees*



Structure of Program

- Certification obtained in one school year
 - *Complies with NM Alternative License requirements*
- Commitment from students for time and dedication to complete the certification in two semesters (one school year)
 - *Classes taught evenings, weekends and some online*
- Commitment to program results in free tuition, books, etc. and certification that permits them to be hired by any district in special education
- Strongly encourage, and outline the expectation, that teacher remain with APS for a minimum of three years post certification
- Puts students on track to be two semesters (4-5 classes) away from completing their Master's Degree in special education

Cohorts of Teachers

- Cohort #1 Seven Teachers - Fall 2014
- Cohort # 2 Twelve Teachers - Spring 2015
- Cohort # 3 Fifteen Teachers - Fall 2015
- Cohort # 4 Eight Teachers - Spring 2016
- Cohort # 5 Fourteen Teachers - Fall 2016



"The partnership program between APS and NMHU has been the most difficult and also most rewarding opportunity I have ever had. After spending my first year in the ED program, I know this is where I can make the most difference in these students' lives. Without this opportunity I would not have found my true calling and would not be able to help mold the minds of my students." David Baca

Supports

- APS Special Education Alternative Licensure Induction Program (SEALIP)
 - *APS staff members supporting this cohort and other alternative license teachers teaching special education*
- Practical Instruction
 - *Craft of Teaching, Reading, UDL, Math, Essential Processes for Special Education*
 - *What's taught in courses is implemented immediately – makes instruction extremely relevant for both students in the classroom and the teachers teaching them*
- APS Adjunct Professors
 - *In classroom observations, feedback, modeling, and other supports as necessary*
- NMHU Professors
 - *In classroom observations and feedback to teachers and APS Adjunct Professors*

Supports Continued...

- Gradual release model
 - *Classes*
 - *Modeling*
 - *Co-teaching*
 - *Feedback*
- Mentoring
- Teachers become a system of support for one another which has led to better completion rates in the program



Completion Rates

- There have been a small minority of teachers who have left the program BUT:
 - *All teachers who left the program did NOT leave because they did not want to teach, they only left due to personal emergencies*
 - *Teachers who left the program are STILL connected and teaching in some capacity in districts around the country*

Recruitment

- Job fair
- Word of mouth
 - *Referrals*
- Certain APS principals ask for more



Success in Numbers

**5 cohorts = 56 new special
education teachers**

(As of 8/11/2016, APS had 92 Special Education teacher vacancies)