

1. Record Nr.	UNINA9910797307203321
Autore	Billingsley Bonnie S.
Titolo	Cultivating and keeping committed special education teachers : what principals and district leaders can do // Bonnie S. Billingsley ; foreword by James McLeskey ; acquisitions editor Robert D. Clouse ; copy editor David Yurkovich ; cover designer Anthony Paular ; contributors Lynn Boyer [and seven others]
Pubbl/distr/stampa	Thousand Oaks, California : , : Corwin Press, , 2005 ©2005
ISBN	1-4833-6131-4 1-4833-6348-1
Descrizione fisica	1 online resource (265 p.)
Disciplina	371.9
Soggetti	Teachers of children with disabilities - In-service training Teachers of children with disabilities - Vocational guidance
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	"A joint publication with the Council for Exceptional Children."
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	""Cover""; ""Contents""; ""List of Figures""; ""List of Contributors""; ""Foreword""; ""Preface""; ""Acknowledgments""; ""About the Author""; ""Part I - Understanding Teacher Attrition and Retention""; ""Chapter 1 - Introduction: A Leader's Framework for Teacher Retention""; ""Chapter Overview""; ""The Leadership Framework""; ""Improving Teacher Quality""; ""Recruit and Hire High-Quality Special Educators""; ""Support New Teachers through Responsive Induction""; ""Design Effective Professional Development""; ""Create Positive Work Conditions""; ""Create Inclusive and Collaborative Schools"" ""Design Reasonable Work Assignments"" ""Promote Wellness by Reducing Stress""; ""Types of Attrition: A District and School Perspective""; ""Leavers""; ""Transfers""; ""Chapter Summary""; ""Chapter 2 - Why Special Educators Leave and Why it Matters""; ""Scenario: Two Perspectives on Attrition""; ""Principal's Perspective""; ""Special Educator's Perspective""; ""Chapter Overview""; ""Why Special Educators Leave""; ""Personal Circumstances""; ""Problems Adjusting in the First Teaching Years""; ""Lack of Preparation""; ""Multiple, Interacting Work Problems""; ""Isolation and Lack of Support""

""Role Problems""""Stress and Burnout""; ""Special Educators' Plans to Leave""; ""Why Attrition Matters""; ""Teacher Quality""; ""School Improvement""; ""Costs of Attrition""; ""Chapter Summary""; ""Selected Readings""; ""Web Sites""; ""Part II - Finding and Cultivating High-Quality Special Educators""; ""Chapter 3 - Recruiting and Hiring Highly Qualified Special Educators""; ""Scenario: ""Where are the Qualified Applicants?""""; ""Chapter Overview""; ""Recruiting Special Education Teachers""; ""Expand the Applicant Pool""; ""Recruit from Diverse Teacher Groups""
""Consider ""Grow Your Own"" Programs""""Market Your Special Education Program""; ""Offer Special Incentives""; ""Effective Hiring and Assignment Practices""; ""Centralized Versus Decentralized Hiring""; ""Recruit and Hire Early""; ""Identify Desirable Teacher Characteristics""; ""Carefully Screen Applicants""; ""Special Education Certification""; ""Teacher Preparation""; ""Experience""; ""Teacher Tests""; ""References""; ""Make a Good First Impression""; ""Assemble the Interview Team and Develop Questions""; ""Schedule the Interview and Establish the Applicant's Itinerary""
""Confirm the Interview""""Develop Interview Guidelines""; ""Consider Match of Teacher to Position""; ""Caseload Match""; ""School Level Match""; ""Program Model Match""; ""Applicant Preferences""; ""Teachers without Adequate Preparation""; ""Job Offers and Compensation""; ""Tips for Leaders""; ""Streamline Recruitment and Hiring Processes""; ""Establish Relationships with Teacher Preparation Programs""; ""Provide Incentives for Switchers""; ""Chapter Summary""; ""Selected Readings""; ""Web Sites""; ""Chapter 4 - Supporting New Special Educators through Responsive Induction""
""Scenario: How We Eat Our Young""

Sommario/riassunto

Billingsley highlights the problems that drive many special educators out of teaching and outlines practical recommendations that leaders can use to increase retention.
