

## Special Education Department Board Report August 15, 2022

### Staffing Vacancies

COSSA certified staff vacancies - Marsing is impacted the most. There is currently no teacher or para support currently for PK and High School Students. They also need an ERR teacher however there is a para to support those students. The other teaching positions would be in Wilder where there are two paras supporting students but there is a need for at least one if not two teachers to support those students. Although we have moved two (2) CBRS staff members into teaching positions, we still continue to need teachers to support our most needy students. Many of the teachers we had last year that left COSSA went to teach general education in the districts we support. We had three additional hires that would have reduced this number, however they resigned either due to health concerns, or due to the fact that special education was not the appropriate fit for them.

Aug	Sept
6	6

COSSA classified staff vacancies - On August 8th we received 4 resignations of classified staff on top of the one the previous week. The response for many resignations was better pay in a neighboring district.

Aug	Sept
20	18.5

Although we have hired paraprofessional staff we continue to lose staff:

We lost:

- 1 Paraprofessional at Parma to Notus teaching position. We were able to find a replacement for this position.
- 1 Paraprofessional at Notus for a hiring paying position elsewhere...position unfilled at this time.
- 2 CBRS to move into teaching positions (better pay)
- 2 teachers due to health concerns
- 1 teacher mutual agreement that classroom was not a good fit

When doing an exit interview of classified staff since June, the number one reason for staff leaving has been better pay.

Since June the number of classified employees that have resigned as been: 11 resignations, and we have hired 13 paraprofessionals. This is not really making any headway into the still remaining 18.5 positions we still have to hire. I have contacted temp agencies, service contractors such as Centerpointe Inc. and RISE to get staffing, but have not had any luck in closing the gap with our continued resignations.

**Mentor Teacher Position:**

For years COSSA had had a mentor teacher position to support new and continuing teacher with their classroom needs and training for paperwork. Our Mentor Teacher for this school year resigned. In order to meet this need we are providing stipends for the four (4) school psychs to support the teachers as needed in addition to support provided by the Director. This is a new role for the school psychologists and they are receiving training through SESTA (Oct 7) as well as through the Director to support the teacher needs in their districts.

**SESTA Training Oct 7**

SESTA will be providing training to all certified special education staff on Oct 7 in Homedale. This training is being held to meet the correct action plans for the Homedale, Marsing, and Notus school districts. All certified special education staff are expected to attend as if 3 districts are struggling with following appropriate special education procedures, the other districts could benefit from this support as well. Any and all administrative staff who would like to attend would be welcome if they would like to know more about the special education process.

**Special Education Director**

Due to a lack of teaching staff, the current director is working with districts that do not have appropriate staffing to support eligibility and IEP paperwork. This includes doing academic assessments, writing IEPs and attending IEP meetings. This has made availability of the Special Education Director limited for staff support and training during school hours. Many of the staff are volunteering non-contract hours to meet with the director for specific IEP paperwork training. This is done weekly and includes writing an IEP together, working on an IEP amendment together and walking through the process step-by-step.

**Special Transportation**

We have had a few hiccups with pick-up and drop off times for our students that require special transportation, however in working in collaboration with district Superintendents these issues have been resolved. Thank you for your continued support in getting our students with special needs in school for the same length of time as their general education peers.