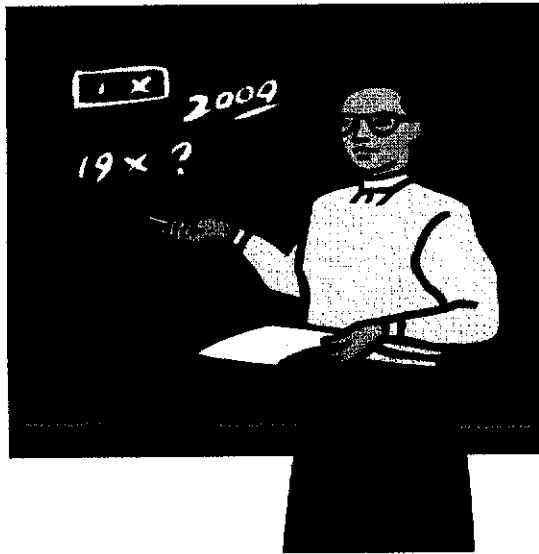


# Qualified Personnel



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The need for qualified personnel is a long-term problem requiring the development of both short- and long-term strategies. Strategies must address solutions for the real reasons that vacancies exist: (1) the volume of paperwork; (2) legalistic environment; (3) reduced time being spent on instruction; (4) inadequate salaries; and (5) the lack of administrative support.

## *Guiding Principles*

- All personnel who work with children and youth with disabilities should be prepared appropriately and supported adequately.
- All teachers need training and expertise in effective instructional practices to provide instruction to more diverse populations.
- The curricula of higher education programs that prepare teachers should reflect the growing trend towards inclusion of special education students in general education classrooms and access to the general education curriculum.
- Incentives should be used to attract individuals to work with special education students, especially individuals who are trained to work with low-incidence disabilities and in remote or urban areas.
- Efforts should be made at the state and local levels to provide a diverse workforce that is reflective of local communities.
- The mobility of teachers from one state to another should be facilitated through reciprocal credentialing.
- States should disseminate performance outcomes for teacher training and inservice programs.
- The concept of a comprehensive system of personnel development (CSPD) should be promoted in every state to focus on all stakeholders, including teachers, administrators, related and support personnel, parents and attorneys.
- States and institutions of higher education should work collaboratively to ensure a quality workforce.

## *Legislative Priorities*

- Provide noncompetitive funds for inservice training and technical assistance to help states in maintaining qualified personnel at all levels.
- Support recruiting efforts that attract a diverse workforce, including individuals with disabilities.
- Provide financial incentives through grants to encourage institutions of higher education (IHEs) to use a variety of methods to attract and train new personnel and for strengthening the capacity of all teachers to meet the needs of students with disabilities.
- Remove the reporting requirement that States provide information on current and anticipated personnel vacancies and shortages. Funded research would provide more accurate and reliable information.
- Increase funding for Part D of IDEA to provide a comprehensive support network to support state and local programs for students with disabilities.