



Report on National Coalition Personnel Shortages in Special Education and Related Services for OAPSA Conference May 3, 2019

NCPSSERS met on virtually via Zoom on March 14, 2019 10am-12pm

Attendees included: Stacey G. and Janet (ASHA), Donna (OAPSA), Piper (NASN), Gayla (AG Bell), Stacy S. (NASP), Sandy (AOTA), Lisa (AFT), Sally (ACSSW) and Suzanna (NCPEID)

In a nutshell, we worked on how to improve our recruitment and retention information/resources. As a result of this meeting, we added a section to OAPSA's web site to include articles of interest on Sp Ed and Related Service Shortages. It includes information about Ohio's Workgroup on Related Service Shortage and a link to ODE's web page addressing the work of that group plus a link to NCPSSERS website which has a wealth of resources.

ACTION ITEMS:

1. Before 3/22, each member organization needs to respond in to email sglasgow@asha.org with web links for: (a) your recruitment information and (b) your retention information. These web links will be featured on our website.

For example, NASP shared:

For RECRUITMENT www.nasponline.org/resources-and-publications/resources/...

For RETENTION www.nasponline.org/resources-and-publications/resources/...2. Before 3/22, school social worker organizations, APTA, AOTA, and Adaptive PE teachers need to send in their shortages data in order to be included in our newly developed "About the Shortage" infographic. You can reply to this thread, or email sglasgow@asha.org

Respectfully Submitted,

Donna Stelzer, OAPSA Executive Director

Actual Minutes:

1.Share/discuss resources from our organizations to consider:

- Specific strategies to address recruitment and retention
- Policies that address shortages important to recruitment and retention (like specific legislative language that triggers funding for training programs)
- Innovative programs that address shortages recruitment and retention (like funded programs sponsored by organizations, or state/federal grants)

Our group reviewed the following resources/webpages:

specialshortages.org/take-action/... NCPSSERS has recruitment strategies on this page. In addition, we have recruitment videos, to be used in the high school setting, on our home page.

www.nasponline.org/resources-and-publications/resources/...

www.asha.org/careers/recruitment/schools

www.nasn.org/nasn/membership/current-members/nasnstrong

learningpolicyinstitute.org/topic/...

OTA has resources across the website

2. Generate ideas of what would serve NCPSSERS best, either:

- Creating links to these organizational materials and resources that other organizations have?
- Creating a new set with highlights of what we like best that we think are transdisciplinary?

The group discussed coming up with global information, applicable to teachers and SISIP, on retention strategies for a webpage that mirrors our recruitment strategies page. Suzanna (NCPEID) volunteered to write a draft and share with Stacy S. for review. Stacey G. (ASHA) volunteered to collect web links from organizations to be featured at the bottom of this retention page on member organizations' retention resources, and links to be added to the bottom of the already-existing recruitment page of member organizations' recruitment resources.

Stacy S. volunteered to have some of her NASP staff create an "About the Shortage" infographic that could be a 1-pager featured on our "About the Shortage" webpage, that highlights the data presented there. We need shortages data on social workers, PTs, OTs, and Adaptive PE teachers. Stacey G. will request this to be sent no later than 3/22.

The push to get these resources and materials together comes from wanting to be ready when OSEP decides on dates for tentative May, June, and August discussions, with a full symposium

late this year or early 2020. Kelly (NASP) reported feeling "*pretty confident*" that NASISP/NCPSSERS groups will be at the table.

3. Work Group Updates

Communication and Engagement

Lead: All

Team: Lisa (AFT), Sandy (AOTA), Janet (ASHA), and Suzanna (NCPEID)

The purpose of this work group is to:

- Outreach to the multiple organizations and constituent members comprising the Coalition.
- Support development and distribution of key Coalition messages and resources.
- Heighten public awareness of personnel shortages and the Coalition work to mitigate these issues.

Deliverables:

- Collect state interprofessional success stories that offer solutions for personnel shortages.
- Highlight core components within the stories that inform Coalition members.
- Disseminate stories and other relevant content through the Coalition networks.

Research and Literature

Lead: Stacy Skalski, NASP

Team: Stacey G (ASHA)

The purpose of this work group is to:

- Identify and synthesize the key data that broadly relate to the purpose and work of our coalition
- Create user friendly resources to share the synthesis of the research
- Find articles on core issues and decide on articles to be posted in "news" section of the website
- Provide feedback/communication with other work groups to avoid duplication of work

Deliverables: infographic featuring data about the shortage

Advocacy and Policy

Lead: Kelly (NASP) and Piper (NASN)

Team: Barbara (CEASD), Kate (APTA), Valerie (NASDSE), Myrna (CASE and SSWAA), Donna/Paul (OAPSA)

The purpose of this work group is to:

- Monitor federal agencies and legislation
- Identify opportunities to advocate to agencies and congress, such as around HEA
- Organize visits and develop advocacy points
- Provide feedback/communication with other work groups to avoid duplication of work

Deliverables:?? (still need to meet to determine these)

Operations

Lead and sole team member: Stacey G (ASHA)

The purpose of this work group is to:

- Maintain records, such as registered member organizations list, agendas, minutes, and presentations in the NCPSSERS library section of the community
- Facilitate meeting participation for virtual and in-person attendees by sending setting up virtual meeting, sending meeting invitations, and coordinating with host organization
- Make updates to the <https://specialledshortages.org/> website
- Communicate with representative members regarding votes, announcements, and procedures
- Provide support and orientation to new representative members in accessing the NCPSSERS community

Deliverables: Up-to-date NCPSSERS community and specialledshortages.com

4. Announcements

- Any articles you can suggest sharing on our specialledshortages.com "News" page? Please email link to Stacey at sglasgow@asha.org
- Sally (ACSSW) shared about \$22 million increase in Wisconsin's education budget to improve social work, counseling, psychological, and nursing services.
- Janet shared ASHA has started a national campaign to help families understand implications of school choice, both benefits and consequences of their decisions and impact of funding on public education.

****Next NCPSSERS meeting is Thursday, 5/9/19 from 10am to 12pm ET**