



Revolutionizing Special Education Recruitment and Retention Strategies



Demystifying Recruitment Seasons: A Yearlong Approach

The notion of a hiring season is outdated in special education due to persistent staff shortages. Shift to proactive strategies focusing on retention alongside recruitment. Integrate recruitment and retention into an overarching talent development plan.

Recruitment Strategies

Build a Strong Brand

- Highlight positive aspects of working in special education and your organization.
- Conduct stay interviews to understand employee motivations.

Forge Partnerships

- Collaborate with universities for ongoing training and candidate pipelines.
- Highlight support systems for new teachers.

Leverage Online Platforms

- Utilize job boards and social media for job postings.
- Encourage employee referrals to attract candidates.

Promote Work-Life Balance

- Implement flexible work arrangements and wellness programs.
- Support employees in maintaining a healthy balance.

Provide Job-Embedded Professional Development

- Offer relevant professional development during contract hours.
- Include professional development requirements in multi-year plans.

Equip with Tools

- Provide necessary resources like Kit, a workflow management app designed for IEP teams, to streamline workflows and paperwork completion.

Acknowledge Contributions

- Regularly recognize and appreciate employee efforts through various channels.

Seek Feedback

- Create a safe space for feedback and address concerns promptly.

Foster Positive Work Environments

- Intentionally create a culture of collaboration, respect, and recognition.

Start optimizing your recruitment and retention efforts with Kit today!