

Ensuring Special Education Expertise

Our Certification Issue in Missouri

MO-CASE Stance:

As an organization, MO-CASE:

- **Prefers and advocates for Special Education Administration certificate**
- Recognizes current certification process is not effective
- Believes Special Education Administrator Shortage is directly related to Teacher Shortage
 - Lack of ability to hire quality teachers
 - Lack of ability to retain quality teachers
- Will continue to give preference to those with advanced degrees in Special Education when hiring Directors
- Believes there are shared experiences and knowledge imperative for general education and special education administrators

The Crisis in Missouri

Currently, data tells us certification requirements are a failure.

1. There are 561 districts excluding Dept. of Corrections (DOC).
 - 173 districts **have a special education admin reported and are appropriately certified**
 - 51 districts **have an admin reported, but are not appropriately certified**
(total 224 districts that have a sped admin reported)

The Crisis in Missouri

2. Personnel reported as the special education contact on Screen 3 of Core Data:
- 158 districts have someone with an **admin certificate but not special education**
 - 147 districts have someone with **some kind of a sped certificate (but no admin cert)**
 - 32 districts where the sped contact **does not have any sped certification, no admin certification or was not reported in the October cycle and we could not find in the licensure file**

MO-CASE Leadership Recommendations

- Innovative Leadership
- Rational Leadership
- Managerial Leadership
- Instructional Leadership
- Visionary Leadership
- Knowledge and Competencies
- Micro-Credentials

Three Levels of Need

Knowledge Development (for anyone seeking knowledge/expertise)

- Gen ed admin, sped staff, gen ed staff, community, parent for general knowledge about general topics

Professional/Skills Development (for anyone seeking specific knowledge)

- Staff with specific student needs
- Community partners with specific student needs

Endorsement for Special Education Director (required)

- Gen ed admin ----- with sped director responsibilities
- Teacher ----- with sped director responsibilities

Purpose: General Knowledge Development Repository

- General information
- Initiated by individuals
- Completion not monitored or reported
- May be units or modules

Purpose: Professional/Skill Development

- Driven by specific student needs within a building
- Driven by growth area of staff
- Driven by demand of role
- Modules = microcredentials

Purpose: Endorsement for Special Education Director

➤ Macro-credentials

- Several modules = microcredential
- Several microcredentials = macro-credential ie Programming, Special education Law
- Specific macro-credentials required for endorsement

➤ Mentoring

- Scope and sequence for exposure to key roles of Special Education Director
- Opportunities for feedback from experienced Director

MO-CASE agrees to

- Contribute and/or support the development of scope and sequence for units, modules, micro and macro-credentials, and endorsements
- Partner with the DESE to serve as a vetting board for the process and procedures, as well as, content
- Plan, implement and evaluate mentorship program to those seeking Endorsement
- Provide mentors to support mentorship program