

LEADERSHIP TURNOVER

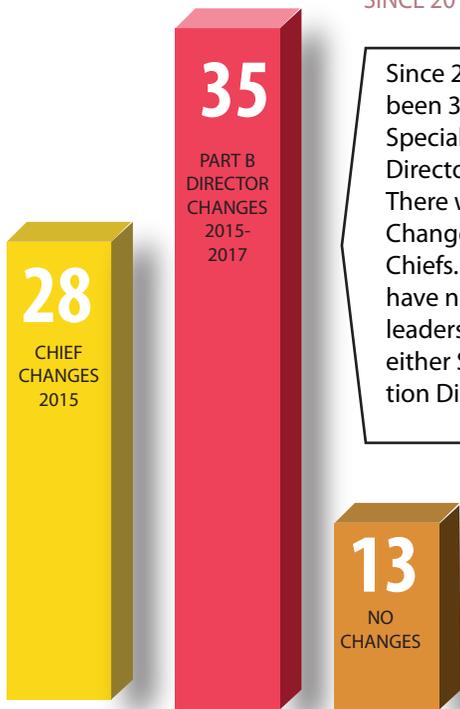
THE IMPACT ON STATE SPECIAL EDUCATION SYSTEMS



TURNOVER

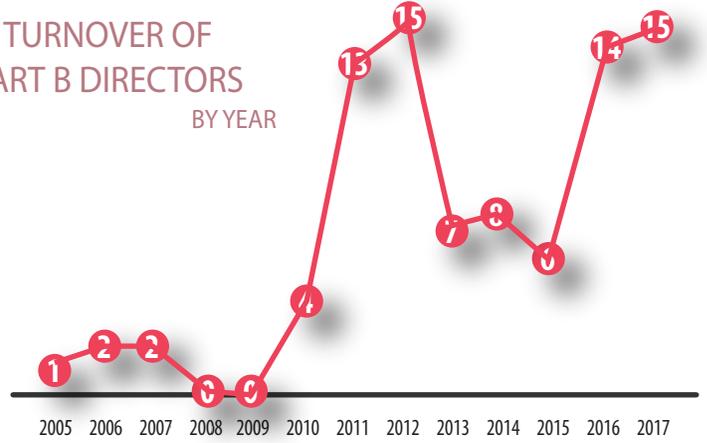
Education is primarily a state and local issue; change at these levels can have a large effect. Recently there has been significant leadership turnover across the country.

LEADERSHIP TURNOVER SINCE 2015



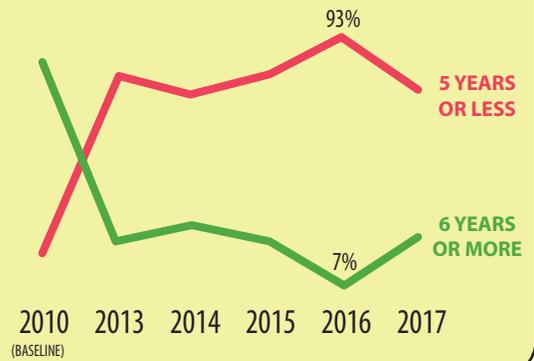
Since 2015 there have been 35 new State Special Education Directors (Part B). There were also 28 Changes in State Chiefs. Only 13 states have not had a leadership change in either Special Education Director or Chief

TURNOVER OF PART B DIRECTORS BY YEAR



TENURE OF PART B DIRECTORS BY YEAR

A review of Director longevity found that the average tenure for current Directors was 3.3 years, with 77% having less than 5 years of experience. This is quite a change from the baseline year of 2010 where 85% of Directors had at least 5.1 years of experience.



CHALLENGES

The job of a State Director can be tough. Creating or cultivating a leadership team that works well together to serve all stakeholders including educators, students and families is challenging. This is especially true at a time when Directors have the added charge of implementing some of the most significant reforms in decades, most notably the State Systemic Improvement Plans, Results Driven Accountability, and the Every Student Succeeds Act. Each change in leadership brings with it new priorities and these priorities can cause a significant shift in resources.

IMPLICATIONS FOR STATES

Given the current turnover rates it is critical to identify implications for the work, for the state and for TA providers. For the work in the states, change includes:



IMPLICATIONS FOR TA PROVIDERS

TA providers can help new state directors and state staff by serving as a bridge between OSEP and the state and they can:

help staff align existing efforts with new priorities

help new leaders understand requirements and context of the work

assist in communicating and engaging with stakeholders

help analyze policies to see if they need to change or stay the same in light of leadership changes in priorities

