

THE ISSUE:

In today's education environment, there is an increase in personnel shortages within our schools. All areas of education personnel have reported concerns regarding securing qualified staff; however, **the impact on special education and related services has been more pronounced in Berks County.**

We are not able to keep pace with the number of educators who are choosing to leave the profession, even with additional emphasis on retaining current staff members. The talent pipeline is limited and while we continue to strategize and implement unique recruitment efforts, certain positions continue to be difficult to staff.

GOALS:

1. To retain and recruit quality staff in a competitive job market.
2. To ensure qualified staff with the necessary skills are in the appropriate assignment to produce desired outcomes.
3. To monitor and control organization financial stability / vitality.

PERSONNEL SHORTAGES



**2022-2023
BERKS
COUNTY
IMPACT**

Berks County K-12 Schools, CTCs & BCIU Personnel Shortages in Special Education and Related Services November 1, 2022 – Snapshot

	TOTAL POSITIONS	TOTAL VACANCIES	VACANCY RATE
Special Education Paraeducators	1,153	261	22.64%
School Psychologists	70	12	17.14%
Speech Language Pathologists*	81	13	16.05%
Special Education K-5	318	23	7.23%
Special Education 6-8	232	31	13.36%
Special Education 9-12	238	27	11.34%
Special Education Administrators	38	3	7.89%
Visually Impaired PreK-12**	17	1	5.88%

* includes district vacancies only

** includes IU personnel, given responses that districts contract for these services

Classroom Monitors

Classroom Monitor permits allow an individual meeting defined requirements to deliver assignments that are preplanned by a professional or temporary professional employee. Classroom Monitors supplement the limited

available substitutes. Often the familiar classroom paraprofessional obtains the permit and can then lead the class when the permanent classroom teacher is out; thus, providing seamless student instruction.

ADVOCACY ASK:

- Support the legislative requests made by the Pennsylvania Association of Intermediate Units (PAIU) and #PANeedsTeachers coalition.
- Consider legislation to incent college graduates and other practitioners to enter the teaching profession and other school professional positions.
- Review Pennsylvania's current certification pathways to determine if alternative routes are viable.
- Provide options and resources for IUs to expand certification programs.
- Ensure IUs and schools have adequate resources for salaries and benefits that are competitive with private industry.

PRIORITY:
To provide high-quality education programs and services to the 70,000+ students in Berks County.



- Continue to permit use of Classroom Monitors to support adequate staffing patterns in IU and school programs.