

# Review of: "A Systematic Review of Factors Associated with Special Education Teacher Recruitment"

Cristina Santamaria Graff<sup>1</sup>

<sup>1</sup> Indiana University/Purdue University at Indianapolis

**Potential competing interests:** The author(s) declared that no potential competing interests exist.

Overall, the article titled, "A Systematic Review of Factors Associated with Special Education Teacher Recruitment" provides timely information derived from a large body of literature demonstrating specific strategies that have been successful in recruiting special education teachers, including teachers of color (TOC). During a time when the United States is experiencing severe teacher shortages in general education and in special education specifically, this article's focus on viable actions that can be taken to mitigate the continuing decrease of special education teachers is highly needed. For example, the author, Jarrod Hobson, outlines four specific ways to recruit future special educators that are aligned with a conceptual framework offered by The Office of Special Education Programs (OSEP) of how to create a "stable and effective workforce". These four recruitment strategies center on a) providing financial support, b) creating flexible and intentional pathways through Grow-Your-Own programs, c) connecting those with experiences with disability to the teaching profession, and d) using targeted recruitment efforts to attract future TOCs.

The article is straightforward and provides an important discussion about strategies and factors that are contributive to the recruitment of future special education teachers. As a special education teacher preparation professor, I find the integration of Scott's (2018) and Scott's and Alexander's (2019) work particularly important as their scholarship brings important nuances to the reasons why Black males choose to go into the special education field. I also appreciate the attention and care the author brought to the description of how he approached the literature review. Systematic details and Figure 2 (PRISMA Diagram) provide researchers with important insight into ways to replicate similar large-scale reviews. That stated, there could be more discussion in the introduction around the systemic barriers faced by TOC who, within our schools, have historically been confronted by dominant culture ideologies that privilege White Eurocentrism. Reasons for why TOCs, particularly "Black and Native American" (author's descriptors), are decreasing could be more deeply vetted.

Minor areas of improvement:

- There are some grammar and punctuation errors throughout the article.
- Under the section, "The Importance of Diverse Workforce" in the first paragraph it would be good to know the rate of growth of student populations (in relation to the TOCs).

