

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

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

Thanks for sharing this important work, Jarrod. I think the topic is important and timely given the special education shortages we are seeing in the field. I've added some thoughts below that I have arranged by section. I'm happy to talk more about my feedback if you have questions. Thanks again for posting this important work!

Introduction

You do a good job of laying out multiple problems in your introduction. As a reader, I better understand the scope of the problem. However, it feels like you are jumping between topics and I think the introduction could benefit from better organization. For example, your introduction could include a short summary of your problem statement before beginning the literature review so the reader has a better idea of your purpose. During the literature review, you might better situate your purpose and study in current literature. You highlight some of this literature at the start of the Methods section and in the Discussion, but I think it would be helpful to do so in the literature review as well. Are there other reviews on this? What have they found?

I would check some of your citations in the introduction. There are a few instances where you only provide a website or mention a report without citing it. If possible, provide the citation for the reports you are using.

Method

I appreciate the use of a conceptual framework in your review and I think using OSEP's plan is appropriate. However, because you only use one of the constructs from OSEP, you may want to consider using a framework that will allow you to better interpret the findings from the included studies.

I also think you provided a good summary of your search procedures for the review. One suggestion to improve the method would be for you to describe how you began the process of analyzing included studies. For example, for quantitative studies, how did you code and extract findings? For the qualitative studies, what methods did you use to summarize findings? I think the method could be strengthened by being clearer about these procedures for both qualitative and quantitative studies.

Lastly, did you conduct any ancestral searches or search reference lists of included articles to ensure that you included all relevant studies? Doing this may strengthen your review.

Results/Discussion

You do a great job of summarizing findings by study, but I think the paper could benefit from more summarizing of findings across studies. I appreciate that you mention the most commonly found recruitment strategies and that both

traditional and alternative pathway programs successfully bring in students. I wonder if there are additional insights you could provide (across studies) about the themes of “financial support”, “experiences with disability and teaching”, and “making an impact”?