

# 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.

My area of research is teacher recruitment, screening, selection, and retainment. I was very interested in reading the latest research. The researcher left me with some questions regarding the goal and focus of his study.

## Introduction

According to the paper, the problem is that there is a shortage of special education teachers nationwide. It would be helpful to show that comparison in relation to the shortage of general education teachers. While the introduction explains the dire need for teachers and the effect the pandemic has had on teachers, it would have been helpful to bring the section to a close with highlighting that it is "worse" for those in special education. The introduction does not provide enough background and give the reader the full story behind this problem. What are the underlying causes and factors related to the problem?

## Rise of Alternative Pathways.

This section shares data that teacher enrollment has dropped, but does not explain why, and what may be the researched causes in the drop. Alternative routes to certification are mentioned, but (a) what are those routes?, and (b) are they same for special education teachers? Why are other reported races and ethnicities used alternative routes more often?

- Define "high-need" schools
- Who makes up the majority of special education teachers?
- What is the impact of this shortage?

## Conceptual Framework

What lens is the researcher using to analyze this problem? The OSEP approach is mentioned, but the means and philosophy behind how it was developed and how it is supposed to improve the system is not thoroughly explained or fleshed out.

## Other Notes:

- The research question should be clearer with a better focus
- Researcher needs to address how the teacher preparation needs may or may not be different between special education and general education.
- What role does HR play in the hiring process for special education teachers? How are they screened? What are the

look-fors?

- How has funding affected the recruitment of special education teachers versus general education? The researcher does not delineate between the two throughout the paper.
- When discussing the recruitment of Black male special education teachers, how much recruitment or funding is done and given to HBCUs?

**Final Thoughts:**

Overall, I am excited to see where this paper goes as the researcher answers these questions and fleshes out the research.