

## Special Education Data Report – June 2023

Issued **June** 2023

The DOE's long-standing efforts to prioritize the provision of IEP-recommended programs and services resulted in marked year-over-year improvements in nearly all program and service areas. These gains are the result of the DOE's ongoing efforts to ensure the hiring of an adequate number of special education teachers and related service providers, expand bilingual special education programs, and strengthen our communication with families.

We have engaged in an ongoing analysis of the special education teacher needs across the system and have identified that the need for certified special education teachers continues to be concentrated in a small number of schools with significant need. This concentration offers an important opportunity to focus support and resources on a relatively small number of schools for an outsized gain in delivery of services. The small cohort of schools with the greatest teacher need have received direct, ongoing support to hire certified teachers to address unserved mandates. To accomplish the goal of increasing the number of special education teachers where they are most needed, the Office of Teacher Recruitment and Quality (TRQ) has implemented several key activities:

- TRQ has continued to support and expand teacher pipelines to meet the hiring needs of our schools. In addition, the office continues to build partnerships throughout the DOE and with external stakeholders to facilitate continuous recruitment cycles to be responsive to the special education hiring needs of our schools.
- Over the past year, the DOE's Alternative Certification pipelines accounted for more than two-thirds of all new hires in secondary special education.
- The DOE created recruitment programs and virtual hiring events for special education vacancies and specific events for District 75 to ensure schools had access to the talent they needed. Schools with multiple special education vacancies and/or escalated hiring needs were prioritized for registration for all virtual and in-person events.
- This year, the [Early Commitment program](#) focused on shortage area certifications which resulted in 209 pre-budget hires in special education across harder to staff districts.
- The DOE launched a resources section on special education staffing on the principal facing site [HIRE](#) Connections and held a special education staffing webinar for all hiring managers.
- The DOE expanded access to subsidized special education certification programs for current teachers. Over 180 teachers are enrolled for Fall programs.
- The DOE also is promoting policies to ensure teachers have the training and credentials to support students with disabilities. Throughout the hiring season, the recruitment team partnered with BCOs and now District teams, as well as divisional partners, to host frequent virtual events for school leaders to connect with teacher candidates.

We have also seen an increase in related services staffing levels. Since FY 2020, we have hired approximately 2,600 occupational, physical, and speech therapists. For the 2022-23 school year, a total of 579 new therapists were hired.

Historical OT/PT/SP Hiring Snapshot:

Year	OT	PT	SP	Total RSP Hires
FYTD 24	76	15	111	202
FY 23	220	36	323	579
FY 22	208	25	368	601
FY 21	67	2	140	209
FY 20	194	25	342	561
FY 19	153	17	279	449
<b>Total RSP Hires</b>	<b>918</b>	<b>120</b>	<b>1,563</b>	<b>2,601</b>

**Implementation of Special Education Programs:**

As of April 1, 2023, the percentage of students receiving their recommended special education programs in full was 89%, and the percentage of students fully or partially receiving their recommended programs was 98%. These rates are a snapshot in time but are a useful reflection of the status of special education program and service delivery and demonstrate a positive trajectory toward providing recommended services to all students with IEPs. **April 2021 Compared to April 2022**

	April 1, 2021	April 4, 2022	April 3, 2023	
Primary Program Type	Percent Fully Receiving	Percent Fully Receiving	Percent Fully Receiving	Change in Percentage Points
Integrated Co-Teaching Services	83.4%	88.8%	90.9%	+ 2.1 points
SETSS	83.2%	86.1%	85.3%	- 0.8 points
Special Class	83.2%	86.2%	86.9%	+ 0.7 points
<b>Total</b>	<b>83.3%</b>	<b>87.7%</b>	<b>89.1%</b>	<b>+ 1.4 points</b>

**April 2023 Compared to May 2023**

Between April 1 and May 15, 2023, the percentage of students fully served continued to increase from 89% to 90%.

Primary Program Type	April 3, 2023	May 15, 2023	Change in Percentage Points
	Percent Fully Receiving	Percent Fully Receiving	
Integrated Co-Teaching Services	90.9%	91.9%	+ 1.0 points

Primary Program Type	April 3, 2023	May 15, 2023	
SETSS	85.3%	86.4%	+ 1.1 points
Special Class	86.9%	87.7%	+ 0.8 points
<b>Total</b>	<b>89.1%</b>	<b>90.0%</b>	<b>+ 0.9 points</b>

### Implementation of Related Services:

#### June 2021 Compared to June 2022

Related Services Recommendation Type	June 14, 2021	June 15, 2022	Change in Percentage Points
	Percent Full Encounter	Percent Full Encounter	
Counseling Services	91.3%	93.6%	+ 2.3 points
Counseling Services Bilingual	64.8%	79.2%	+ 14.4 points
Hearing Education Services	93.9%	95.9%	+ 2.0 points
Occupational Therapy	91.7%	93.3%	+ 1.6 points
Physical Therapy	91.2%	95.5%	+ 4.3 points
Speech-Language Therapy	94.6%	97.4%	+ 2.8 points
Speech-Language Therapy Bilingual	83.4%	87.0%	+ 3.6 points
Vision Education Services	89.9%	90.1%	+ 0.2 points
<b>Total</b>	<b>92.5%</b>	<b>95.0%</b>	<b>+ 2.5 points</b>

Strategies for making further progress towards the goal of full-service provision include:

#### **MTAC pilot**

To be implemented during the 2023-24 school year, the MTAC is a competitive, open-ended solicitation which enables the NYCPS to effectively add a fourth contract “tier” once all contract agencies have been, with an emphasis on school-based service, with the **goal of both improving service levels and speeding service delivery** in disciplines and districts that have historically been the most difficult to serve.

#### **Hard to Staff differential**



To be implemented during the 2023-24 school year, the hard to staff differential allows NYCPS to pay contract agencies a rate 10% above current contract rates, in specific hard to staff districts for specific services. No district or service will have both the MTAC and HTS differential pilots.

**Commitment to reimagine related services contracts**

NYPS is currently developing a new, restructured and updated RFP solicitation covering all related services and paraprofessional services solicitation to further strengthen services across the city with particular focus on communities that have historically been hardest to serve. The contracts that result from this new RFP will replace current related service requirements contracts, and will incorporate new service models designed to retain, attract, and incentivize the coverage necessary to meet the needs of all special education students with related service recommendations in the post-pandemic market in schools and settings where no DOE provider is available.