



Supporting Special Education Professionals: Workforce Challenges and Rising Demands

Rising student needs are outpacing the demand for more qualified professionals, while persistent challenges continue to impact retention and job satisfaction among dedicated special education professionals.

While solving these challenges requires broader changes, we're focusing on what we can do now to support dedicated professionals and raise awareness of these issues.

– Lesley Slaughter, Soliant SVP

Persistent Challenges

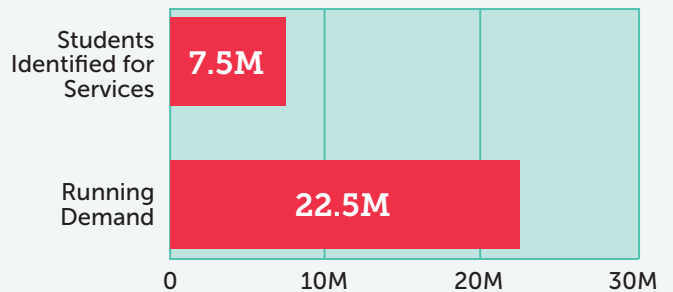


Staffing Shortages

Over half of districts and 80% of states reported staffing shortages from 2023-2024.

Growing Demand

The demand for special education professionals is growing nearly 4x faster than the number of students identified for services.



Lack of Incentives

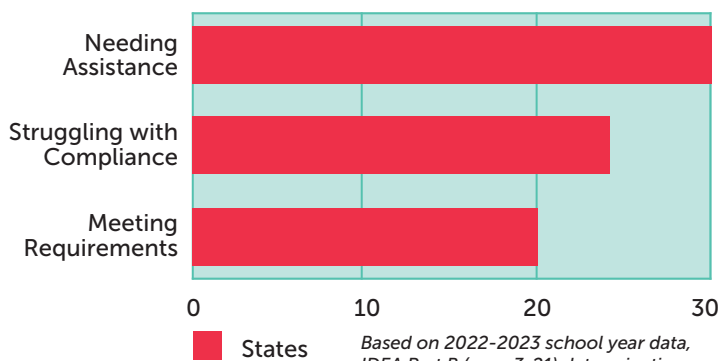


1 in 7 districts offer financial incentives.



Less than 50% offer incentives in urban districts.

Key U.S. State Stats: Compliance with IDEA Requirements



Based on 2022-2023 school year data, IDEA Part B (ages 3-21) determinations, and excludes U.S. territories and entities.

More than Half: Over 30 states are categorized as "Needs Assistance."

Two-Thirds: 24 states have been struggling with compliance for 2+ consecutive years.

Less Than a Quarter: Only 20 states currently meet IDEA requirements.

What is the IDEA?

The Individuals with Disabilities Education Act (IDEA) ensures that students with disabilities receive a Free Appropriate Public Education tailored to their needs.

The U.S. Department of Education annually assesses each state's performance in implementing IDEA Part B (ages 3-21) and Part C (infants and toddlers).

