

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.

Jarrold Hobson's article [A Systematic Review of Factors Associated with Special Education Teacher Recruitment](#)

This paper highlights the ways special education teachers, as a hard-to-fill position in an already challenged context of general teacher shortages, are recruited to the field. Using a systematic literature review, Hobson (2022) aims to understand the factors linked to the successful recruitment of teachers specific to special education. While there are several limitations to the design and the findings as noted by the author, the paper does suggest ways in which programs, policymakers, and districts can consider when recruiting for special education openings.

The main limitation is the research sample size of only 25 peer reviewed studies. This small size, however, is not surprising, knowing that special education teacher recruitment and retention literature is a minimal body. It is suggested that this limitation be directly stated within the limitations section and establish this as a contextual result.

Another consideration to strengthen this work is to reframe the findings. With such a limited sample along with the other noted study challenges, it is difficult to accept the results of the review as indicative. Instead, the results should be reframed as suggested findings for consideration. This sits better with the the context of the study result and does not make it any less important, just more accurate a statement. We need continued work in the special education area, especially when individuals are being hired without any formal training because of the hard-to-fill realities. Intentional recruitment with research-based suggestions is better than stakeholders relying on a hunch.

The following articles are also recommended for your introductory sections or for your interests as they relate to general teacher shortages and special alternative pipelines and preparation. One is another from Linda Darling-Hammond, one is a work of my own with a colleague, and the final is my student's recent published dissertation.

Sutcher, L., Darling-Hammond, L., & Carver-Thomas, D. (2019). Understanding teacher shortages: An analysis of teacher supply and demand in the United States. *Education Policy Analysis Archives*, 27(35).

<https://doi.org/10.14507/epaa.27.3696>

Harrington, L., & Walsh, N. (2022). District support of alternative permit teachers for increasing efficacy and retention. *Management in Education*, 36(2), 72-81. <https://doi.org/10.1177/0892020620942508>

Gonzalez, D. V. (2022). *Preparing Teacher Leaders: A Qualitative Content Analysis of Special Education Teacher Preparation* (Doctoral dissertation, California State University, Fresno).

<https://www.proquest.com/openview/2bb2a56947290aacb6defe439a020fea/1?pq-origsite=gscholar&cbl=18750&diss=y>