

LEADERSHIP TURNOVER

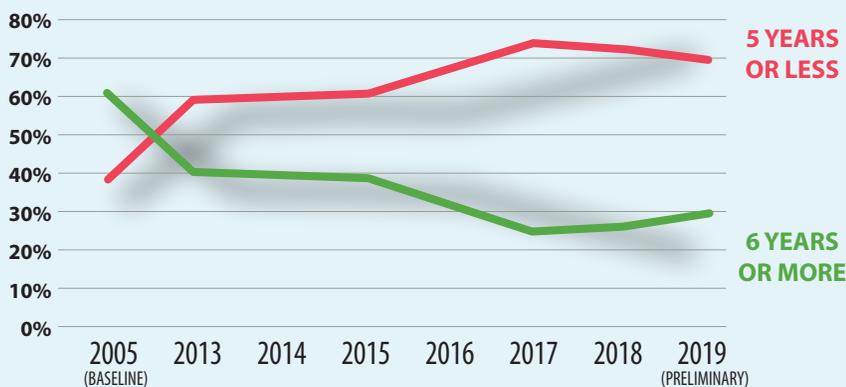
THE IMPACT ON STATE EARLY INTERVENTION SYSTEMS



TURNOVER

Staff turnover in leadership positions in Part C Lead Agencies (LA) is happening at an increasing rate. These state-level changes impact the continuity of implementation and improvement work under the Individuals with Disabilities Education Act (IDEA). The National Center for Systemic Improvement (NCSI), in collaboration with the Infant and Toddler Coordinators Association (ITCA), has created this information graphic to highlight the impact of the turnover on the state early intervention systems and the implications for the national technical assistance providers working to support the state Part C programs.

TURNOVER OF PART C COORDINATORS BY YEAR



- In 2005, 39% of Part C Coordinators had five or fewer years of experience while 61% had been in their job for six or more years.
- In 2018 the data are reversed with 73% having five years or less and 27% with six or more years' experience.
- The 2019 data at the half-way point show 70% with 5 years or less and 30% with six or more years.

IMPLICATIONS

PRIORITIES FOR PART C COORDINATORS

- Address General Supervision requirements for compliance and performance accountability including State Systemic Improvement Plan (SSIP) implementation
- Identify needs and resources to manage the complex Part C system
- Establish relationships to ensure effective team work at state and local levels
- Develop collaborative relationships with interagency partners and key stakeholders
- Utilize strategies and support available through TA to continue implementing SSIP activities leading to improved results for infants, toddlers, and their families



PRIORITIES FOR TA PROVIDERS

