

Literature Review Outline

Note how the author did the following:

- *Wrote the items in such a way each line can be turned into a Level 2 or Level 3 heading*
- *Did not use the article titles in the outline, but created themes*
- *Used more than one source, when similar authors said the same thing*
- *Moved logically from one topic to the next. That's one of the reasons to write an outline.*
- *After an introduction and history, moved to possible causes for the problem, then moved to proven solutions to remediate the problem*



Topic: Improving job satisfaction for teachers who work with special education students by implementing a peer collaboration program.

- I. Introduction (you're telling the reader the organization of your lit review)
 - A. Establish importance of job satisfaction (and results of dissatisfaction)
 - B. Causes for Job Dissatisfaction
 - C. Proven Interventions
 - D. Gaps in the Literature
 - E. Summary
- II. The Importance of Job Satisfaction
 - A. Relation of Job Satisfaction to Attrition (Stempien & Loeb, 2014).
 - B. Effect on Student Achievement (Darling-Hammond, 2012; Sanders & Horn, 2005; Miller, Brownell, & Smith, 1999).
- III. Teacher Attrition Rates (DePaul, 2010; Moir, 2005).
 - A. Special Education Teacher Attrition Rates (Billingsley, 2010).
 - B. GeneralEed and Special Education Attrition Rates (Boe, Bobbitt, Cooke, Barkanic, Maislin, 1998; Mainzler, Deshler, Coleman, Kozleski & Rodriguez-Walling as cited NCES, 2010).
- IV. Causes of Job Dissatisfaction
 - A. Lack of Support (De Paul, 2010).
 - B. Stress (Darling-Hammond, 2012; Mitchell & Arnold, 2010)
 - C. Low Pay (Brownell, Sindelar, Bishop, Langley & Seo, 2012).
 - D. Teaching Demands (Fore III, Martin, & Bender, 2014).
 - E. Lack of Teacher Training (Bergert & Burnette, 2010; Darling-Hammond, 2012; Billingsley, 2014).
- V. Proven Interventions to Increase Job Satisfaction
 - A. Professional Development Schools (PDS) (University of South Carolina, 2010).
 - B. Career Alternatives (Southwest Texas State University, 2014; Boyer & Gillespie, 2010).

- C. Internship Credential Program (Andrews, Evans & Miller, 2014).
 - D. New Teacher Initiatives
 - 1. New Teacher Training Network (NTN) (Hines, Murphy, Pezone, Singer & Stacki, 2003).
 - 2. Connecticut's Beginning Educator Support and Training Program (BEST) (Seo, Bishop, & Langley, 2010; Brownell, Hirsch & Seo, 2010).
 - E. Teacher Support Program (TSP) (Westling, Herzog, Cooper-Duffy, Prohn, & Ray, 2006; Kennedy & Burstein, 2010).
 - F. California Mentor Teacher Program (Bemis, 1999).
 - G. Incentive Pay (Morice & Murray, 2003).
 - H. Year-Round Calendar (Gismondi-Haser, & Nasser, 2003).
 - I. Peer Collaboration (Cooley & Yovanoff, 1996; Pugach & Johnson, 2005).
- VI. Methodologies used to study the problem
- A. Case study (Brown, 2010, Green 2013)
 - B. Other methodologies. (add author)
- VII. Summary