

## Building Stability Through Specialized Educational Services Staffing

A Pennsylvania school district faced a critical shortage of qualified aides to support students with special needs. Judge Healthcare delivered a scalable staffing solution that ensured continuity, compliance, and long-term retention. Through personalized service and strategic hiring, Judge became the district's trusted partner and sole provider.

### THE CHALLENGE

#### A Staffing Shortage Threatens Compliance and Care for Students

A public school district in suburban Philadelphia faced a critical staffing shortfall that directly impacted its ability to support students with special needs. The district struggled to recruit and retain qualified instructional aides and personal care assistants (PCAs) to serve as one-on-one support for these students—roles that are notoriously difficult to fill due to their specialized nature and high turnover rates.

This staffing gap posed both operational and legal challenges. Families relied on the district to provide consistent, qualified support staff to ensure their children's safety and educational progress. Moreover, the district was legally obligated to meet the requirements outlined in each student's Individualized Education Program (IEP), which often mandated one-on-one support. Failure to meet these obligations could have resulted in noncompliance with federal and state education regulations, potentially exposing the district to legal and reputational risks.

Despite their best efforts—including job fairs and online postings—the district's human resources team lacked the bandwidth and specialized expertise to source and vet suitable candidates at the necessary scale. The volume of need far exceeded their internal capacity, and the candidates they did attract were often underqualified. The district needed a partner who could not only fill these roles quickly but also ensure the quality and continuity of care that their students required.

### THE SOLUTION

#### A Staffing Partnership That Delivered Stability and Specialized Support

To address the district's urgent staffing needs, Judge Healthcare stepped in with a tailored, high-touch approach that prioritized both speed and quality. In the first year, Judge successfully placed 12 qualified professionals—including instructional aides and personal care assistants (PCAs)—despite the school year already being underway and other agencies struggling to meet demand.

All 12 staff members agreed to continue through the district's extended year program, and all returned for the following academic year. This level of retention is rare in educational staffing, especially PCA roles, which typically see high turnover.



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Judge's ability to maintain continuity was a direct result of its attention to detail, consistent communication, and advocacy for its staff. Each professional was introduced to their point of contact and supported throughout the year, with Judge remaining actively involved to ensure a smooth experience for both the district and the staff.

As the partnership matured, Judge doubled its staffing footprint, becoming the district's sole provider and expanding to 25–30 professionals. Recognizing the complexity of certain student cases, Judge went above and beyond by introducing Registered Behavior Technicians (RBTs) to supplement traditional aide support. The district lacked the financial and supervisory resources to manage RBTs internally, so Judge brought in a Board Certified Behavior Analyst (BCBA) to provide the required oversight. This not only ensured compliance but also created a pathway for career advancement—five staff members transitioned from PCA to RBT under Judge's guidance.

The team's proactive communication, flexibility, and investment in long-term outcomes helped the district regain control over its staffing challenges and focus on what mattered most: supporting students.

## THE RESULT

### Elevating Care and Confidence

Judge Healthcare delivered measurable, lasting impact for the district by not only solving their immediate staffing crisis but also building a sustainable, long-term partnership. This consistency brought stability to the district's special education program, allowing staff to focus on student outcomes rather than constant recruitment. The district's confidence in Judge's placements meant that interview time was never wasted, freeing administrators to prioritize student care.

As the relationship deepened, Judge became the district's sole staffing provider. The introduction of RBTs and a dedicated BCBA further elevated the quality of care. This not only addressed complex student needs but also created a career ladder for aides looking to grow professionally.

The partnership's success was further validated when the district hired two Judge-placed professionals as full-time employees after two years of service. This milestone underscored Judge's ability to provide not just temporary staffing, but long-term solutions that align with the district's goals for continuity and quality of care.

With Judge's support, the district was also able to meet IEP goals more consistently, resulting in improved academic benchmarks and reduced regression among students with complex needs.



**“We wholeheartedly endorse Judge and their team for their exemplary service and commitment to meeting the staffing needs of education institutions. They have proven to be a valuable partner in our efforts to support our students effectively.”**

- Special Education Supervisors,  
Bucks County School District



If your district is facing staffing challenges in special education, Judge Healthcare is ready to help. Let's build a partnership that delivers qualified professionals, long-term stability, and peace of mind for your students and staff.

**Contact us today to learn how we can support your schools.**

