My comments are in blue below. Amanda Major

Unblind your manuscript before you send it back. I unblinded my manuscript.

When you are ready to submit your revised manuscript, please log into your
CIE journal account and upload the following documents to your manuscript's
submission page: (1) the revised manuscript (fresh, unblinded copy) and (2)
your reconciliation letter that details the implemented changes.

Please also send me these documents via email to let me know you have done this so
I may consult the editorial team about potential publication. Laura.Busby@asu.edu

Please revise for publication according to the reviewer comments below:

Reviewer Comments #1
A more thorough explanation of thoughts are needed For example, in the first
paragraph, “Finding and keeping those qualified…working conditions,
skills/experience, and professional development” as a challenge. This
could be strengthened by elaborating and specifically stating the type of
working conditions, and most importantly the expectations of
skills/experiences that are presenting challenges.

A more thorough and clear connection between “job design” and the
reference for the purpose of this study is recommended.

In the first paragraph, I focused on teachers of children who have emotional disabilities and teachers’ job design. I added a sentence about the shortage of special educators. I also elaborated about the skills/experiences of special educators who teach emotionally disabled students that present challenges.

In paragraph two, I expanded on using acceptance and values to reduce attrition rates of special educators. Then, I pointed out the importance of addressing causes of stress in the external environment and introduced the idea of working conditions.

In paragraph three, I defined working conditions and weaved it through the paragraph and concluded with the definition of job design and the Gersten et al., 1995 citation.

I reworked the order of the sentences to make a couple more paragraphs before the next heading of stress and disengagement to include a sentence about the importance of job design for special education teachers, thereby clarifying the connection between “job design” and the reference for the purpose of this study.

In the first paragraph on page 7, I separated the third sentence into the third and fourth sentences with a period.

For clarity, I reworked the last sentence before the *Job Design for Motivation and Satisfaction* heading. Under this heading in the fourth paragraph, I added a sentence defining job enrichment in terms of job design.

On page 13, I clarified what was meant by the leader behavior approach in making decisions about highly technical and value-laden situations.

In the conclusion, I added clarification about expanding the potentials of human capacity and the need for dynamic adaptation of special education teacher’s jobs.

Reviewer Comments #2
Some of the statements included in the introduction are a little too brief.
For example, the statements about the works of Katsiyannis, Zhang, & Conroy
(2003) and Emery & Vanderberg (2010) (2nd paragraph on page 3) are very
interesting but could be expanded. It would help to further solidify why
this is such an important issue.

The paper is well written and organized. There are some statements that
could use rewording to improve clarity (see comments and edits in Word
document) but overall very well done. I addressed all the edits. As for the comments, here is how I addressed them:

In the first paragraph, I explained that a lack of skills/experiences of special education teachers posed challenges for the retention of them.

Under the “Stress and Disengagement” section, I reworded the first sentence for clarity. On p. 6 of the first paragraph and last sentence, I explained that this statement about students’ lack of benefit was my opinion.

I changed the heading to Lack of Satisfaction and Attrition. Und this heading, I added a sentence about federal litigation cases in special education. I also explained how being aware and involved in mitigating litigious threats pertained to the design of special educators’ jobs.

I defined McGregor’s “theor y” on pp. 9-10 , but I did not change “theory y” to “theory” as suggested because I want to be precise and exact in my language. Perhaps I should put quotations around “theory y” for clarity . . .