

North Providence School Department (NPSD) Special Education Staffing Policy	First Read: 2/4/15 Second Read: 3/4/15 Third Read: 3/25/15

Policy

North Providence School Department is committed to educating all children of North Providence in partnership with families and communities. This will be provided through high quality interventions that allow access to the general education curriculum and provide a continuum of services with highly qualified and trained teachers and related services personnel.

Purpose

Recognizing that every child has unique learning needs, NPSD provides diversified learning opportunities with supplemental aides and services that provide support to students with disabilities in achieving their academic and functional goals that are equitably consistent with our goals for all students. Special education is an integral part of the educational community and as such will participate in any and all initiatives, programs, and professional development.

Procedure

Each year, the special education department will use multiple measures, including input from teachers, administrators and families, as well as; input from RIDE, program evaluation and reports, to drive the determination of staffing needs for the following year. The Director of Special Education will develop and implement a special education staffing plan based on the following principles:

- All students can learn and the academic and functional performance of all students will support the achievement of adequate yearly progress. Student progress data will be measured against state and local standards and IEP goals.
- Due to the unique learning needs of individual learners, students must be provided with positive learning opportunities that are supported when necessary with appropriate special education and related services that are specifically directed by the individual needs of the student with disabilities.
- A full continuum of special education and related services must be available to students to provide access to the general curriculum and other school activities. These services must be provided in the LRE.

- It is vital that parents/guardians participate in a student's educational program and in the development of the Individual Education Program (IEP).
- The special education services required by the student's IEP will be considered in determining instructional and related services caseload.
- There must be flexibility in special education staffing to address the changes that may occur in a student's educational and functional needs throughout the school year.
- Staffing considerations should include the need to provide consultation and short term interventions to students without IEPs.
- Special education staffing must be compliant with federal and state law including regulations and policies governing special education.

The NPSD will seek and utilize public input from the North Providence Special Education Local Advisory committee, building administrators and staff. Documentation of comments and other forms of feedback will be maintained on file and submitted to the district leadership team for consideration.