

<b>North Providence School Department Employment First Policy</b>	<b>Approved: 3/35/2015</b>

**Policy**

The North Providence School Department will support and promote practices in partnership with agencies that support students with intellectual/developmental disabilities in transitioning to post-secondary education, training, and/or work in integrated settings as part of providing transition planning and services for students with disabilities through the Individualized Education Program (IEP) in accordance with RI regulations.

**Purpose**

The purpose of this policy is to assure that North Providence students with intellectual/developmental disabilities have transition services that comply with state and federal regulations and supports meaningful work opportunities.

*Transition Services.* For a child with a disability, beginning at age fourteen (14), or younger if determined appropriate by the IEP Team, and updated annually, thereafter, the IEP must include:

- Appropriate measurable postsecondary goals based upon age appropriate transition assessments related to training, education, employment, and where appropriate, independent living skills; and
- The transition services (including courses of study) needed to assist the child in reaching those goals.

Upon adoption of the Employment First Policy, North Providence commits to the following efforts to support this policy:

- NPSD shall promote career planning teams for students with intellectual/developmental disabilities in the creation of individual career development plans.
- The Career Development Plan (CDP) and process will be consistent and respectful of the students' academic goals and access to instruction the student requires and chooses to achieve the highest level of academic achievement.

- The use of Career Development Plans to be developed in conjunction with the IEP process through person centered planning techniques such as MAPs, Discovery, Path, etc.
- NPSD will collaborate with local and state agencies as needed to support meaningful integrated trial work opportunities, benefits planning, parent engagement, and school based preparatory experiences.

The North Providence School Department shall promote meaningful work opportunities for students with intellectual/developmental disabilities prior to exit from high school.

**Approved: 3/25/2015**

**Revised: 11/17/2021**