

<b>North Providence School Department (NPSD) Special Education Staffing Policy</b>	<b>Approved: 3/25/2015</b>

**Policy**

North Providence School Department is committed to providing a high quality education for every child. 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 special educators 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.

A key element in the provision of Free Appropriate Public Education (FAPE) for students with disabilities is the availability of highly qualified teachers, related service personnel, and support staff to implement each student’s Individualized Education Program (IEP). Professional development and training will be available regarding the requirements and intent of all regulations and research based practices used to provide an appropriate education for all students.

**Procedure**

The North Providence School District staffing plan will ensure that appropriate personnel are available to deliver the services and instruction required to fully implement student IEPs and provide FAPE in the least restrictive environment. The Director of Student Services 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.

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