

Draft of the Special Education Staffing Policy

Policy Statement:

The Providence School department is committed to providing a high quality education for every student, consistent with our district's mission statement and applicable to federal and state requirements.

The Providence School Department recognizes essential elements to a Special Education Staffing policy that provides each student with a disability, a free appropriate education (FAPE) in the least restrictive environment (LRE):

- A. Recruiting and maintaining appropriate personnel to deliver services and instruction required to fully implement student's individualized education programs (IEP)
- B. Continue to provide relevant professional development training aligned to the District's goals and objectives to support school personnel with the implementation of each child's education program consistent with research-based practices used to provide an appropriate education for all students.

Staffing Plan Guidelines:

The Providence School Department will maintain a Special Education Staffing plan that will ensure appropriate personnel are available to deliver the services and instruction required to implement each student's IEP and provide education in the LRE. The plan will be based and include the following guidelines outlined in this policy.

- The assignment of personnel will be based on students' individual needs.
- Staffing decisions will be based on providing services to students with disabilities in their least restrictive environment as determined by their IEP team.
- Staffing decision will support a full continuum of special education and related support services for students as determined by the IEP team, consistent with state and federal regulations governing students with disabilities.
- Special education staffing will be compliant with Federal and state law, regulations, and policies governing special education.
- All children must have access to the general education curriculum, and special education services must be provided in the least restrictive environment.
- Special education staffing decisions and determining special education teacher caseloads, priority must be placed on providing the services necessary to fully implement the IEP of every student with a disability.
- There will be flexibility in special education staffing to address any changes that may occur in student's educational and functional needs throughout the school year.
- Special education staffing must be in compliance with federal and the Rhode Island State Laws, regulations and policies governing students with disabilities.