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SPECIAL EDUCATION STAFFING POLICY	GCAA
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The Cumberland Public Schools is committed to providing every child with access to an education, consistent with our district’s mission statement in the district’s strategic plan and applicable federal and state requirements.

The Cumberland Public Schools recognizes the essential elements to a special education staffing policy that provides each student with a disability a free appropriate public education (FAPE) in the least restrictive environment (LRE) are:

- a. Recruiting and maintaining adequate personnel in the areas of school administrators, highly qualified teachers, related service personnel, and para-professional staff to implement each child’s individualized education program (IEP);
- b. Maintaining the maintenance of efforts requirements as established by statute and regulation;
- c. Continuing to provide relevant professional development activities to support school personnel with the implementation of each child’s educational program consistent with the requirements and intent of all regulations and research based practices used to provide an appropriate education for all students.

The Cumberland Public Schools adopt these essential elements as the fundamental foundation of their Special Education Staffing Policy.

The Cumberland Public Schools further recognizes that once established, a successful special education staffing policy requires a staffing plan that aligns with and complements the underlying policy. To that end, the Cumberland Public Schools will maintain a special education staffing plan that will ensure appropriate personnel are available to deliver the services and instruction required to fully implement each student’s IEP and provide FAPE in the LRE. The plan will be based on meeting the needs of students with disabilities and will follow the guidelines outlined in this policy. The plan will also be consistent with the Consolidated Resource Plan (CRP). The special education staffing plan will incorporate the following principles:

- The assignment of personnel will be based on identified and/or anticipated student needs.
- Staffing decisions will support the availability of a full continuum of special education and related support services for students as determined by the IEP Team, consistent with the Individuals with Disabilities Education Act (IDEA) and State Regulations of the Board of Regents Governing the Special Education of children with disabilities.
- Staffing decisions will support the provision of a free appropriate public education for students as determined by their IEP Team.

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- Staffing decisions will support placement of students with disabilities in the least restrictive environment as determined by their IEP Team.
- Special education staffing will be compliant with federal and State law, regulation, and policies governing special education.

The Cumberland Public Schools strives to continuously improve the quality of education to all students. To accomplish this, the Cumberland Public Schools will continuously assess and evaluate the delivery of services to students with disabilities through an ongoing evaluation of programs and services as well as evaluating the Special Education Personnel Policy and Special Education Staffing Plan developed and approved by the Cumberland School Committee.

Reviewed by School Committee Rules & Regulations Sub-Committee: 4/27/09

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Second Reading by School Committee: 5/14/09

Approved by School Committee: 5/14/09