

Comprehensive System of Personnel Development (CSPD)
6505.23

Gage County School District No. 34 ensures that all personnel necessary to carry out the requirements of the individuals with disability act are appropriately and adequately prepared and to the extent that Gage County School District No. 34 determines appropriate the school district will contribute to and use the comprehensive system of personnel development of the state.

PERSON(S) RESPONSIBLE: The Director of Special Education or Coordinator, Administrator, all general and special education staff.

TIMELINE: Ongoing

MATERIALS: Formal needs assessment instruments, teacher/staff appraisal instruments, informal methods as determined by the individual staff members, Professional Development Plans.

METHODS: The Director of Special Education or Coordinator, or the Administrator or Educational Service Unit will develop and implement a comprehensive system of personnel development which shall include.

- I. Inservice training of general and special education instructional and support personnel.
- II. Procedures to assure that all personnel necessary to discharge the purposes of this policy are properly endorsed and adequately trained.
- III. Special and general educators, parents and other education personnel shall have input into the district and individual building plans which assess the inservice and professional development needs of staff in the provision of educational services for students with disabilities. The same persons and the superintendent of schools shall be responsible for acquiring and disseminating to personnel significant "best and promising practices" information derived from district strategic planning, study groups, educational research and demonstration projects.

IV. Best educational practices and materials developed through such CSPD planning.

Professional development and inservice activities will be planned based on needs assessment and anticipated costs will be included in the district budget. Staff with endorsement deficiencies will be reported to the superintendent of schools and a plan shall be developed to correct deficiencies.

The district will maintain all inservice program agendas, program evaluations, professional development activities of staff and needs assessments for review and long-range planning for a period of five years.

The appropriate utilization of paraprofessionals in special education programs is essential to the mission and goals of special education. Procedures for the supervision of paraprofessionals are developed to clearly define roles and responsibilities of all staff.

Paraprofessionals employed by the school district should:

- I. Have a description of the duties they are expected to perform.
- II. Perform only non-teaching duties.
- III. Work under the direction, supervision and control of a certified staff member.
- IV. Be evaluated on a regular basis; and
- V. Receive initial and ongoing training to assist the paraprofessional in performing their duties in working with students with disabilities. A clear line of communication shall be established between paraprofessionals and certified staff members to ensure proper supervision.

Legal Reference: §79-1110
 through Special Education Act.
 §79-1184