

**REPORT NAME:** ProCare Staffing 2022-2023

**REPORT OF:** Intense Student Support Network

**FOR:** Information

**STRATEGIC GOAL ALIGNMENT:** *Board Strategic Plan Goal II- Instruction; Goal IV- Supporting Buildings & Classrooms; and Goal VII-Resource Allocations*

**STRATEGIC OBJECTIVE ALIGNMENT:** ProCare provides staffing solutions when we are unable to secure a qualified candidate. Support staff will serve public and **non**-public schools that are eligible per their IEP's and service plans.

**FISCAL FUND IMPACT:** This will be a Special Education Expenditure

**IMPACT AMOUNT:** \$40-67 per hour for a total work week of 31.75 hours (positions range from behavior support to ancillary service providers such as speech, social workers and paraprofessionals).

**EXECUTIVE SUMMARY/BACKGROUND:**

As mandated by IDEA, we are required to provide the minimum amount of service time identified on IEP's and service plans for students currently enrolled in our district and for students who qualify and attend a public or private school within the Southfield boundaries. Staffing shortages have impacted our ability to provide programs and services. Therefore, in order to maintain compliance we have partnered with ProCare to assist in filling positions that are challenging to fill.

**COST BENEFIT ANALYSIS:** Maintaining compliance will support student success as we address the learning gap and improve outcomes for students with disabilities. The district will reduce the risk of having to provide compensatory services and or financial sanctions from the Michigan Department of Education and federal monitors.

**RECOMMENDATION:**

The Superintendent recommends continuing our partnership with ProCare as we strive to deliver high-quality programs and services for student with disabilities.

**IMPACT IF NOT APPROVED:**

Southfield Public Schools will be found non-compliant to both state and federal regulations that mandate services are provided as outline in the IEP and service plans.

**NEXT STEPS IF APPROVED:**

If approved, ProCare will continue to collaborate with the ISSN Team and provide staffing options only when Southfield Public Schools is unable to fill critical vacancies that impact compliance, student success and student safety.