

Special Education & Alternative Learning Environment (ALE) Incentive Proposal



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→ Why This Matters

- Nationwide Shortage
- New Division of Elementary and Secondary Education (DESE) Guidance
- Student Access to a Highly Qualified Teacher





***91.33%**



***79.01%**

*Average of the last three years of FSPS Retention Data.

Fort Smith Public Schools
Certified Teachers Retention
Percentage

Fort Smith Public Schools
Paraprofessionals
Retention Percentage



***85.88%**



***74.84%**

*Average of the last three years of FSPS Retention Data.

Fort Smith Public Schools
SPED Certified Teachers
Retention Percentage

Number of current openings for
2025-26 School Year: 6

Fort Smith Public Schools
SPED Paraprofessionals
Retention Percentage

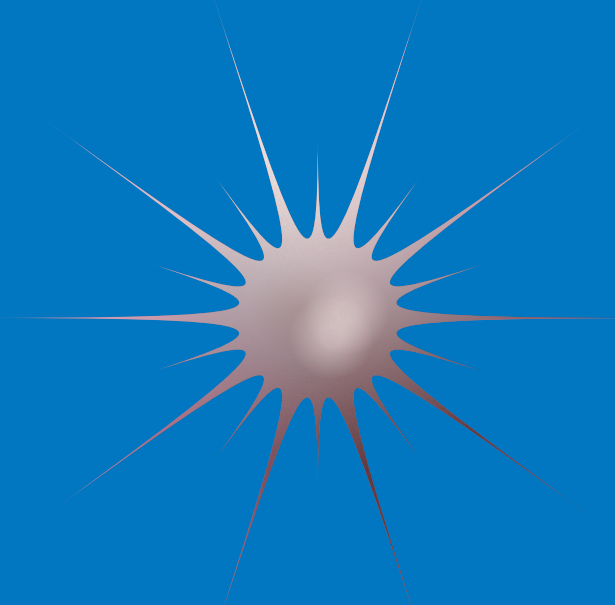
Number of current openings for
the 2025-26 School Year: 7



Incentive Structure

Role	Amount per Year
SPED Self Contained Teachers and ALE Classrooms	\$5,000
SPED Inclusion, Resource Teachers	\$3,000
SPED Paras in Self contained, 1:1, Personal Care Aides, and ALE Paras	\$3,000





Incentive Structure

- Paid in two installments: end of Fall & Spring semesters.
- Excluded roles: Related Services, Coordinators, Speech Teletherapy Facilitators, and Administrators.





Eligibility Requirements

In order to receive each semester's incentive payment, employees must:

- **Have acceptable attendance**
 - No grossly excessive absenteeism (FMLA-excused absences excluded).
- **Be in compliance with Individual Education Plan timelines for SPED teachers and Student Action Plan timelines for ALE teachers.**
 - All re-evaluations and annual IEPs must meet established deadlines.
- **Have no disciplinary actions**
 - No letters of reprimand on file during the semester.
- **Not be on intensive support plans**
 - Must demonstrate professional standards and independence.



The background is a solid blue color. There are two large, abstract, wavy shapes in a light pink color. One shape is located in the top right corner, and the other is in the bottom left corner. They have a soft, painterly texture.

Questions?