
BOARD AGENDA ITEM

Information/Discussion _____
Future Action _____
Action X

Item: Request for 3 Additional Positions for FY26 and 4 Additional Center Program and Special Education Positions for FY27 including; One Supervisor of Low Incidence at DHH/Visual Impaired, One Instructional Support Specialist (ISS) at KEC Oakleigh, and One RN at Lincoln Developmental Center for 2025-2026; One School Social Worker (SSW) at Pine Grove Learning Center, One American Sign Language (ASL) Interpreter Coordinator for Deaf and Hard of Hearing (DHH)-Total Communications, One Transition Coach Secondary Programs (Special Ed), and One Transition Coach for Empower U for 2026-2027.

Submitted by: Kirsten Myers *KM* Date: March 9, 2026

Recommended by: Dave Rodgers Board Meeting Date: March 16, 2026

RECOMMENDATION:

2025-2026 Positions

One Additional Supervisor of Low Incidence DHH/VI for 2025-2026.

Rationale:

- **DHH/Visual Impaired**
 - This is a position that we had staffed until a resignation in August 2025. This position works within the DHH program at Center Programs in Northview, and will also oversee the Visually Impaired Teacher Consultant team.

| Position | Location | FTE | Accounting Code |
|-----------------------------|-----------------|------------|--|
| Supervisor of Low Incidence | DHH | .70 | 21-1-226-1160-081-0000-21700-2970-2170 |
| Supervisor of Low Incidence | Visual Impaired | .30 | 22-1-226-1160-081-0000-00000-2301- |

One Additional Instructional Support Specialist at KEC Oakleigh for 2025-2026.

Rationale:

- **KEC Oakleigh**
 - An additional Instructional Support Specialist position is necessary to meet the intensive and individualized needs of a newly enrolled student who requires ongoing, high-level intervention throughout the school day. The student’s needs include continuous supervision, specialized instructional support to be reinforced across the school day and in multiple settings within the building, and implementation of an individualized behavior plan that cannot be effectively or safely managed within current staffing structures. Current staffing allocations were designed to support the existing student population and do not provide the capacity to deliver the level of consistent, individualized support required without negatively impacting services for other students.

| Position | Location | FTE | Accounting Code |
|----------------------------------|-----------------|------------|--|
| Instructional Support Specialist | KEC Oakleigh | 1.0 | 21-1-122-1630-140-0000-21320-2944-2130 |

One Registered Nurse at Lincoln Development Center for 2025-2026.

Rationale:

- **Lincoln Development Center**
 - A vacancy for a 1.0 FTE LPN at Lincoln Developmental Center has gone unfilled without any applicants for several months this school year. Recently, another LPN left the program, creating an additional vacancy for the Kent ISD nursing team. It is requested that the two LPN vacancies are eliminated in order to create a 1.0 FTE Registered Nurse position as a replacement. This change will ideally bridge our staffing gap more quickly while bringing a broader scope of clinical expertise to the team.

| Position | Location | FTE | Accounting Code |
|------------------|---------------------|------------|--|
| Registered Nurse | Lincoln Development | 1.0 | 21-1-213-1450-015-0000-21220-2900-2120 |

2026-2027 Positions

One Additional School Social Worker for Center Programs for 2026-2027.

Rationale:

- **Pine Grove Learning Center**
 - An additional School Social Worker is needed to ensure equitable student support and workload across center programs, we recommend increasing Pine Grove’s school social work staffing from 1.0 FTE to 2.0 FTE. For comparison, Pine Grove (~105 students) and Lincoln School (~125 students) serve similar populations. However, Lincoln is currently supported by 1.9 FTE SSW. Increasing Pine Grove to 2.0 FTE will align these programs, ensuring consistent crisis response coverage, manageable caseloads, and adequate behavioral intervention supports.

| Position | Location | FTE | Accounting Code |
|----------------------|-------------------------|-----|--|
| School Social Worker | Pine Grove Learning Ctr | 1.0 | 21-1-216-1440-041-0000-21210-2921-2120 |

One Additional Interpreter Coordinator for Center Programs for 2026-2027.

Rationale:

- **Center Programs DHH**
 - The Additional ASL Interpreter Coordinator is needed for the coordination, scheduling, supervision, and quality assurance of American Sign Language (ASL) interpreting services for Deaf and Hard of Hearing (D/HH) students across the district. This position ensures that ASL interpreting services are provided in accordance with students' IEPs and applicable federal and state special education requirements, including IDEA, Section 504, the ADA, and state special education rules. The ASL Interpreter Coordinator works collaboratively with IEP teams, school administrators, families, and D/HH staff to ensure consistent, equitable access to communication in all educational settings.

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| ASL Interpreter Coordinator | Center Programs | 1.0 | 21-1-226-1160-081-0000-21700-2970-2170 |
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One Additional Transition Coach Secondary Programs for Special Education for 2026-2027.

Rationale:

- **Special Education**
 - This role provides leadership and coaching to strengthen transition services across local and regional secondary programs serving students ages 14–18, including KCTC and KCTC Core. The Transition Coach partners closely with the Specially Designed Instruction coaching team and Director of Transition Services to ensure alignment between transition planning, specially designed instruction, compliance requirements, and strategic district priorities. The coach supports adult capacity building, systems alignment, and continuous improvement across settings.

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|----------------------------|-------------------|-----|------------------------------------|
| Transition Coach Secondary | Special Education | 1.0 | 22-1-221-1490-000-0000-00000-2336- |
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One Additional Transition Coach Empower U for Center Programs for 2026-2027.

Rationale:

- **Center Programs**

- This role provides instructional leadership and coaching to strengthen transition services within Empower U. The Transition Coach supports implementation of the Empower U Continuum, strengthens specially designed instruction, and ensures meaningful, compliant transition planning practices across pathways. The coach partners closely with the Specially Designed Instruction Team and Director of Transition Services to align curriculum, IEP development, compliance expectations, and strategic district priorities. This role focuses on adult capacity building, instructional design, and continuous program improvement.

| Position | Location | FTE | Accounting Code |
|----------------------------|-----------------|-----|--|
| Transition Coach Empower U | Center Programs | 1.0 | 21-1-221-1490-000-0000-21000-2900-2125 |