

**North Baltimore Local School District
Policies, Practices, and Procedures for Indicators 9 & 10 (Disproportionate Representation)
and Disproportionality Identification
2025-2026 Special Education Profile**

I. Overview

The North Baltimore Local School District is committed to ensuring equitable identification and placement of students in special education services. As required under the Individuals with Disabilities Education Act (IDEA), our district has established policies, practices, and procedures to monitor and address disproportionate representation in special education (Indicator 9) and specific disability categories (Indicator 10).

II. Policy Statement

The North Baltimore Local School District prohibits discrimination in the identification, evaluation, and placement of students into special education programs. We are committed to using data-driven decision-making, culturally responsive evaluation practices, and evidence-based interventions to ensure equitable access to educational opportunities.

III. Procedures for Identification and Placement

A. Screening and Referral Process

1. **Universal Screening:** All students are screened for academic and behavioral concerns through district-wide multi-tiered systems of support (MTSS).
2. **Data-Driven Referrals:** Referrals for special education evaluations are based on multiple data points, including classroom performance, response to interventions, and parent/teacher concerns.
3. **Equity Review:** The district's special education team reviews referrals to ensure no biases influence decision-making.
4. **Parental Involvement:** Parents/guardians are engaged throughout the referral and evaluation process.

B. Evaluation and Eligibility Determination

1. **Culturally and Linguistically Responsive Assessments:** The North Baltimore Local School District uses assessments that are valid, reliable, and free from cultural or linguistic bias.
2. **Multidisciplinary Team Review:** A team of qualified professionals evaluates students using multiple sources of information to determine eligibility.
3. **Continuous Monitoring:** Data is reviewed annually to assess whether evaluation procedures contribute to disproportionality.

IV. Addressing Disproportionality

A. Data Collection and Monitoring

1. **Annual Review of Disproportionality Data:** The North Baltimore Local School District reviews identification rates across student subgroups to identify trends in overrepresentation.
2. **Root Cause Analysis:** If disproportionate identification is detected, the district conducts an in-depth review to determine contributing factors.
3. **Reporting and Transparency:** Findings are shared with stakeholders, including staff, parents, and the Board of Education.

B. Professional Development

1. **Implicit Bias and Equity Training:** Staff receive annual training on culturally responsive teaching and bias awareness in special education identification.
2. **Assessment and Evaluation Training:** Special education evaluators receive training on unbiased assessment tools and interpretation of results.

C. Intervention Strategies

1. **Early Intervening Services:** The North Baltimore Local School District implements evidence-based interventions prior to special education referral.
2. **Culturally Relevant Instruction:** Teachers use instructional strategies that reflect diverse student backgrounds and learning styles.
3. **Parent and Community Engagement:** The North Baltimore Local School District collaborates with families and community organizations to support student success.

V. Corrective Action Plan (If Needed)

If the Department of Education and Workforce identifies the district as having significant disproportionality, the district will:

1. Develop and implement a comprehensive corrective action plan.
2. Allocate 15% of IDEA Part B funds for Coordinated Early Intervening Services (CEIS).
3. Provide targeted professional development to staff.
4. Adjust policies and procedures to reduce disproportionality.

VI. Continuous Improvement and Review

1. **Annual Policy Review:** The North Baltimore Local School District will review and revise policies, practices, and procedures annually.
2. **Stakeholder Involvement:** Input from parents, educators, and community members will be used to guide improvements.
3. **State Compliance:** The district will submit required reports and comply with state monitoring guidelines.

