

16. PERSONNEL STANDARDS

TITLE	RESPONSIBILITIES	EDUCATIONAL QUALIFICATIONS	CERTIFICATES OR LICENSE	Rationale for Change
Adaptive Physical Education †Teacher	Direct instruction, consult with teachers, assist in developing IEPs, individualized assessments.	Bachelor's Degree	Certification in the area of physical education or special education issued by the State Board of Education	Wording consistency.
Audiologist	Plans and implements screening, evaluation/diagnosis, and special education services for hearing impaired students.	Master's Degree	License issued by the State Board of Registration for the Healing Arts	
Audiology Aide	Works under direct supervision of a licensed audiologist.	High school diploma or GED or HSE (High School Equivalency Certificate) a high school equivalency (HSE) certificate	Registration certificate issued by the State Board of Registration for the Healing Arts	Update terminology to current use.
Behavior Analyst	Provides behavior analysis services and behavior management plans for special education students. Conducts assessments and develops plans. Provides support, consultation and intervention regarding behavior management. Conducts professional development in behavior management techniques.	Master's Degree	License issued by the Division of Professional Registration	Add personnel position.
Behavior Analyst, Assistant	Implements behavior intervention strategies under supervision of the behavior analyst. Assists in the implementation of intervention strategies and assists in the collection of data for Behavior Intervention Plans.	Bachelor's Degree	License issued by the Division of Professional Registration	Add personnel position.
Case manager Case Manager	An administrative function that includes oversight of the IEP process on an individual student basis.	Bachelor's Degree	Certification in any area of special education certificate issued by the State Board of Education	Wording consistency.
Counselor, School • high school • middle school • elementary	Provides direct guidance and counseling to eligible students with disabilities not routinely provided to the entire school population.	Master's Degree	Certification as a School Counselor certification issued by the State Board of Education	Wording consistency. Update terminology to current use.
Counselor, Licensed Professional	Provides individual and group counseling techniques, methods or procedures for the purposes of assessing, understanding or influencing behavior. Conducts assessments for aptitudes, intelligence, attitudes, abilities, achievement, interests or personal characteristics. Provides	Master's Degree	Licensed issued by the Division of Professional Registration	Wording consistency

	Therapeutic vocational/personal rehabilitation.			
Educational Diagnostician*	Administers educational evaluations and assists in determining eligibility for special education.	Master's Degree	<p>1. Certification as a School Counselor, School Psychological Examiner, School Psychologist, or in special education Must have one of the following certificates issued by the State Board of Education; or a Licensed Professional Counselor license issued by</p> <ul style="list-style-type: none"> • Special education • Guidance Counselor • School Psychological Examiner • School Psychologist <p>2. Licensed Professional Counselor licensed by the Division of Professional Registration</p>	Reword for clarity. Update terminology to current use.
Interpreter of the Deaf	Facilitates communication between students with hearing impairments and hearing persons.	High school diploma or GED or HSE (High School Equivalency Certificate) a high school equivalency (HSE) certificate	Certification issued by Certified by the Commission for the Deaf and a licensed issued by the Division of Professional Registration. After January 1, 2003, an intermediate certificate issued by the Commission for the Deaf and license issued by Professional Registration.	Wording consistency. Update terminology to current use.

*For more specific information concerning test administration, see the introduction to this section.

Music Therapist	Participates in the development and implementation of IEPs.	Bachelor's Degree	Certification recognized by the American Music Therapy Association	
Occupational Therapist	Provides occupational therapy and evaluation services to eligible students with disabilities.	Bachelor's Degree	License issued by the Missouri Board of Occupational Therapy	
Occupational Therapy, Certified Assistant (COTA)	Provides occupational therapy services under the direction of a licensed occupational therapist.	AA degree	License issued by the Missouri Board of Occupational Therapy	
Orientation and Mobility Specialist	Provides orientation and mobility services to eligible students with visual impairments.	Bachelor's Degree with specialization in orientation and mobility, teaching the blind and visually impaired, rehabilitation teaching, special education,	Certified by the Academy for Certification of Vision Rehabilitation and Education Professionals (ACVREP)	

		occupational therapy, physical therapy or closely related area		
Orientation and Mobility Paraprofessional	Provides orientation and mobility services under the direction of an Orientation and Mobility Specialist.	High school diploma or GED or HSE (High School Equivalency Certificate) a high school equivalency (HSE) certificate, and demonstrated proficiency in O&M as determined by the supervisory O&M Specialist	<ul style="list-style-type: none"> • Demonstrated proficiency in O&M as determined by the supervisory O&M Specialist None	Update terminology to current use. Provide clarity.
Paraprofessional	Assists with the implementation of IEPs under the direction of the teacher. Additional responsibilities may include meeting the physical needs of the student, preparation of materials and providing other supports that may be necessary based on the students needs and disability.	High school diploma or GED or HSE (High School Equivalency Certificate) a high school equivalency (HSE) certificate OR If assigned to a school-wide Title I building, meets the paraprofessional requirements of the Elementary and Secondary Education Act No Child Left Behind Act.	None	Update terminology to current use. Provide clarity.
Paraprofessional for Braille Instruction	Assists with the implementation of IEPs under the direction of a teacher for the visually impaired.	High school diploma or GED or HSE (High School Equivalency Certificate) a high school equivalency (HSE) certificate OR If assigned to a school-wide Title I building, meets the	<ul style="list-style-type: none"> • Demonstrated proficiency in Braille as determined by the supervisory teacher for the visually impaired None	Update terminology to current use. Provide clarity.

		paraprofessional requirements of the Elementary and Secondary Education Act No Child Left Behind Act , and Demonstrated proficiency in Braille as determined by the supervisory teacher for the visually impaired		
Physical Therapist	Provides physical therapy and evaluation services to eligible students with disabilities.	Bachelor's Degree OR Master's Degree if graduated after December 31, 2002	License issued by the State Board of Registration for the Healing Arts	
Physical Therapist Assistant	Provides Physical Therapy services under the direction of a physical therapist.	60 hours prescribed course of study, Associate's degree	License issued by State Board of Registration for the Healing Arts	
Physician	Provides medical, evaluative, and diagnostic services, and assists in planning and implementing special education services for students with disabilities.	Medical Degree	Physician licensed License issued by the State Board of Registration for the Healing Arts	Wording consistency.
Psychologist, School	Administers psychological tests, participates on evaluation teams, provides psychological services to eligible students with disabilities as specified on the IEP, and assists in planning and and implementing special education services.	Master's Degree	Certification as a School Psychologist certification issued by the State Board of Education	Wording consistency.
Psychologists	Administers psychological tests, participates on evaluation teams, provides psychological services to eligible students with disabilities as specified on the IEP, and assists in planning and implementing special education services.	Master's Degree	Licensed issued by the Division of Professional Registration as a Psychologist	Wording consistency.
Recreational Therapist	Participates in the development and implementation of IEPs.	Bachelor's Degree	Certification recognized by the Recreational Therapy Association	
School Nurse, LPN	Provides health services under the direction of an RN or Physician. http://www.allnursingschools.com/nursing-careers/article/registered-nurse-vs-licensed-practical-nurse/	One year course of study in practical nursing Degree, diploma or certificate from an	Licensed issued by the State Board of Nursing	Wording consistency. Clarity on educational requirements.

		accredited Licensed Practical Nursing Program		
School Nurse, RN	Provides screening, evaluative, and diagnostic health information. This person p P rovides health services to eligible students with disabilities as specified on the student's IEP. The health services would include only those not routinely provided to the entire school population.	Associate's Degree Degree, diploma or certificate from an accredited Professional Nursing Program	Licensed issued by the State Board of Nursing	Wording consistency. Clarity on educational requirements.
School Psychological Examiner	Coordinates and/or participates on the multidisciplinary evaluation team. Conducts individual evaluations and assists in determining whether a student is a student with a disability	Master's Degree	Certification as a School Psychological Examiner certification issued by the State Board of Education	Wording consistency.
School Social Worker	Provide services to parents of students with special education needs, assists in the development and implementation of IEPs. Assist in identification and assessment of individual's educational needs including social, emotional, behavioral, adaptive needs; develops and implements behavior intervention plans; provides individual, group, parent, and family counseling and consultation; serves as a liaison with home, school, and community.	Master's Degree in Social Work	Completion of an approved course of study in school social work accredited by CSWE or a School Social Work Specialist credential issued by National Association of School Social Workers (NASSW) None	Wording consistency. Clarity on educational requirements.
Social Worker, Licensed Clinical	Provides methods, principles, and techniques of casework, group work, client centered advocacy community organization, administration, planning, evaluation, consultation, research, psychotherapy and counseling methods and techniques to persons, families, and groups in assessment, diagnosis, treatment, prevention, and amelioration of mental emotional conditions. Delivers services that are billable to Medicaid.	Master's Degree	License issued by Missouri State Committee for Social Workers	
Special Education Administrator	Directs, coordinates, and supervises the district's special education services.	Master's Degree	Certification as a Special Education Administrator certification issued by the State Board of Education.	Wording consistency.
Special Education Process Coordinator	Supervises the special education process from referral through placement and provision of services, appropriate	Master's Degree Bachelor's Degree	Certification in any area of special education issued by the State Board of	Wording consistency. Clarity on educational requirements.

	identification and placement of students with disabilities; and, district compliance with state and federal requirements for special education.		Education Certification in at least one area of special education or certification or licensure in a related service area and knowledge of special education process requirements	
Special Education Supervisor/PK-12 <ul style="list-style-type: none"> • high school • middle school • elementary • early childhood special education ECSE • early childhood education/ early childhood special education (ECE/ECSE) 	Directs and assists special education teachers and paraprofessionals, grades PK-12, or any combination thereof, in providing special education services to students with disabilities.	Bachelor's Degree	Certification in special education Any special education certification issued by the State Board of Education for the area and grade level for which supervision is provided	Wording consistency.
Speech Implementer	Assists with the implementation of IEPs under the direction of a speech/language pathologist.	Bachelor's Degree in Communications Disorders, Elementary Education, or Secondary Education	Certification as a Missouri teacher teaching certificate issued by the State Board of Education and annual approval by the Office of Special Education Department of Elementary and Secondary Education	Wording consistency. Clarity on certification requirements.
Speech/Language Pathologist	Provides direct instruction, consultation with teachers, develops IEPs, writes evaluation reports, and may provide evaluation services and any other duties permitted by state law.	Master's Degree	Certification as a Speech and Language Pathologist certificate issued by the State Board of Education or license License issued by the State Board of Registration for the Healing Arts	Wording consistency. Clarity on certification requirements.
Speech/Language Pathologist, Diagnostic	Provides evaluation services for students with suspected speech/language disabilities. This person does not have a caseload of students for provision of direct services.			
Speech/Language Pathology Aide	Works under the direct supervision of a licensed speech/language pathologist. Additional responsibilities may include preparation of materials and providing other supports that may be necessary based on the student's needs and disability.	High school diploma or GED or HSE (High School Equivalency Certificate) a high school equivalency (HSE) certificate	Registration certificate issued by the State Board of Registration for the Healing Arts	Update terminology to current use. Provide clarity.
Speech/Language Pathology	Assists with the implementation of IEPs under the	Bachelor's Degree	Registration certificate issued by the State	

Assistant	direction of a licensed speech/language pathologist.		Board of Registration for the Healing Arts	
Teacher • Early childhood special education	Direct instruction, consultation with teachers, develop IEPs, writing evaluation reports, travel training, co-teaching , individualized assessments.	Bachelor's Degree	Special Education certificate issued by the State Board of Education in • Early childhood special education	Wording consistency
Teacher • Early childhood blended	Direct instruction, consultation with teachers, develop IEPs, writing evaluation reports, travel training, individualized assessments.	Bachelor's Degree	Certification in early childhood or early childhood special education issued by the State Board of Education	New position added to clarify requirements for teachers in early childhood blended classrooms.
Teacher • Hearing Impaired	Specialized instruction in sign language or other related instruction.	Bachelor's Degree	Certification in deaf and hearing impaired issued by the State Board of Education	Position added to clarify requirements for teacher of Hearing Impaired.
Teacher • Specialized instruction	Direct instruction, consultation with teachers, develop IEPs, writing evaluation reports, travel training, co-teaching, individualized assessments, sign language instruction.	Bachelor's Degree	Any special education certificate issued by the State Board of Education	Responsibility for sign language instruction belongs with Teacher—Hearing Impaired.
Teacher • Visually Impaired	a. Direct instruction, consultation with teachers, develop IEPs, writing evaluation reports, travel training, co-teaching, individualized assessments. b. Specialized instruction in Braille or other related instruction.	Bachelor's Degree	a. Any special education certificate issued by the State Board of Education b. Certification in Blind blind and partially sighted certificate issued by the State Board of Education	Wording consistency
Vocational/ Career Education Resource Educator (VRE)	Assists with the development and implementation of IEPs and the placement of students with disabilities in vocational programs.	Bachelor's Degree	• Special Education Certificate or • Counselor or Vocational Certificate and additional coursework as determined by the Vocational Division	Update terminology.
Work Experience Coordinator (WEC)	Plans, develops, implements, and supervises work experience programs for students with disabilities.	Bachelor's Degree	Any special education certification issued by the State Board of Education	Positions no longer exist.
Vocational Adjustment Coordinator (VAC)	Provides direct instruction, participates in IEP meetings, conducts screenings and work assessments.			