



Glenridge Middle School

an International Baccalaureate World School

Inclusion Policy



At Glenridge Middle School, our goal is to remove barriers to foster the highest possible level of learning and well-being for every student. We consider education for all to be a human right and educators teach *all* students. We identify students in need of support services and differentiate to allow all students to access a broad, balanced curriculum. A wide variety of teaching and learning strategies are implemented throughout the school to accommodate all students.

Orange County Public Schools (OCPS) has an open policy to prevent discrimination on the basis of race, color, color, religion, age, sex, national origin, marital status, ability, genetic information, sexual orientation, gender identity, or expression, or any other reason prohibited by law.

It is the responsibility of all educators, supported by the community to develop optimal learning environments. Developing a positive classroom climate conducive to supporting the learning of all students requires that:

- Students are appropriately challenged by their learning.
- Expectations for students are high yet realistic.
- Students are included in decisions about their learning and provided with opportunities to succeed.
- Students have access to the relevant IB programme components to the greatest extent possible.
- Students are supported in developing approaches to learning skills to self-advocate.

Staff:

- Guidance Counselor- liaise with coordinator and staff to ensure all students are supported academically, mentally, socially and physically.
- Staffing Specialist, 504 Coordinator, Gifted Coordinator- liaise with teachers and parents collecting evidence to support the accommodations and their implementation.
- ESE Support Staff- support teachers in differentiating the content, process and product to help students succeed.
- Behavior Specialists- provide individualized support to students in need of managing behavior successfully mainstream into classrooms.

Training:

- All teachers must complete a 20 hour “Universal Design for Learning” to reduce barriers to accelerate a learner’s access to content differentiation to renew their Florida teaching certificate.
- Annual training for all staff in understanding IEP’s, 504 and EP’s and providing accommodations.

Supports:

Technology:

- OCPS is one-to-one with each student receiving a laptop and online textbooks. Families without internet access are provided with free Wi-Fi.
- Assistive technology is provided when necessary.
- Hard copies of textbooks are available if requested to meet the needs of learners.

Possible accommodations:

- Extended time of 25%, 50%, 75% or 100% as designated for formative assessments, summative assessments, and/or state assessments
- Preferential Seating
- Guided notes or copies of notes provided by the teacher
- Translation software or copies of texts in the mother tongue for second language learners

Identification and Review:

All Orange County Public Schools implement a multi-tiered system of supports, MTSS, to provide interventions to students in need. The MTSS team monitors student's progress and may identify a need for further evaluations if the team suspects a disability.

When families provide medical documentation, the team may develop an Individualized Education Plan, IEP, EP or 504 Plan to provide the appropriate accommodations to meet student needs. 504 and IEP's are re-evaluated annually. EP's are evaluated every two-three years. During the evaluations, evidence including assessment scores, teacher feedback forms and medical reports are reviewed to determine the appropriateness of the plan and possible dismissal from support services.

