

**281—120.19(34CFR303) Comprehensive system of personnel development (CSPD).**

**120.19(1) Definitions.** As used in this division:

*“Highest requirements in the state applicable to a specific profession or discipline”* means the highest entry-level academic degree needed for any state-approved or state-recognized certification, licensing, registration or other comparable requirements that apply to that profession or discipline. [34 CFR 303.361(a)(2)]

*“Profession or discipline”* means a specific occupational category that:

1. Provides early intervention services to eligible children and their families;
2. Has been established or designated by the state; and
3. Has a required scope of responsibility and degree of supervision. [34 CFR 303.361(a)(3)]

*“State-approved or state-recognized certification, licensing, registration, or other comparable requirements”* means the requirements that have been promulgated by the state to establish the entry-level standards for employment in a specific profession or discipline within the Early ACCESS system. [34 CFR 303.361(a)(4)]

**120.19(2) CSPD.** The signatory agencies shall support and implement an interagency comprehensive system of personnel development to ensure that there will be sufficient numbers of qualified and skilled providers of Early ACCESS supports and services. The system must provide for preservice and in-service training to be conducted on an interdisciplinary basis, to the extent appropriate. It must also provide for a variety of personnel needed to meet the needs of eligible children, including public and private providers, primary referral sources, paraprofessionals, and persons who will serve as service coordinators. The personnel development system may include:

- a. Implementing innovative strategies and activities for the recruitment and retention of early intervention service providers;
- b. Promoting the preparation of early intervention providers who are fully and appropriately qualified to provide early intervention services;
- c. Training personnel to work throughout the state; and
- d. Training personnel to coordinate transition services for eligible children from an early intervention program in Early ACCESS to a Part B preschool program or to other preschool or other appropriate services. [34 CFR 303.360(c)(1)-(4)]

**120.19(3) Appropriate professional requirements.** Entry-level requirements for qualified and skilled providers of Early ACCESS supports and services:

- a. Are based on the highest requirements in the state applicable to the profession or discipline in which a person is providing early intervention services; and
- b. Establish suitable qualifications for personnel providing early intervention services to eligible children and their families who are served by state, local and private agencies. [34 CFR 303.361(a)(1),(2)]

**120.19(4) Qualified providers.** Providers of early intervention services shall meet the certification and licensure requirements of the licensing body governing the type of support or service being provided as a part of the child’s IFSP. [34 CFR 303.22; 303.361(a)(4)]

**120.19(5) Use of paraprofessionals and assistants.** Paraprofessionals and assistants who are appropriately trained and supervised, in accordance with the highest standards within the state, may assist in the provision of early intervention services to eligible children. [34 CFR 303.361(f)]

**120.19(6) Scope of training.** The CSPD for the Early ACCESS system shall ensure that the training provided relates specifically to:

- a. Understanding the basic components of early intervention services available in the state;
- b. Meeting the interrelated social or emotional, health, developmental and educational needs of eligible children; and
- c. Assisting families in enhancing the development of their children and in participating fully in the development and implementation of IFSPs. [34 CFR 303.360(b)(4)]

**120.19(7) General role of service providers.** In addition to providing direct early intervention services as defined in division IV, to the extent appropriate, service providers for each area of early intervention shall be responsible for:

- a.* Consulting with parents, other service providers, and representatives of appropriate community agencies to ensure the effective provision of services in that area;
- b.* Training parents and others regarding the provision of those services; and
- c.* Participating in the multidisciplinary team's assessment of a child and the child's family, and in the development of integrated goals and outcomes for the IFSP. [34 CFR 303.12(c)]

**120.19(8)** *Qualifications of service coordinator.* A service coordinator must be a person who, in accordance with subrule 120.40(10), has completed a competency-based training program with content related to knowledge and understanding of eligible children, these rules, the nature and scope of services in Early ACCESS in the state, and the system of payments for services, as well as service coordination responsibilities and strategies. The competency-based training program, approved by the lead agency, shall include different training formats and differentiated training to reflect the background and knowledge of the trainees, including those persons who are state-licensed professionals whose scope of practice includes service coordination. The lead agency or its designee shall determine whether service coordinators have successfully completed the training. [34 CFR 303.23(d)]