

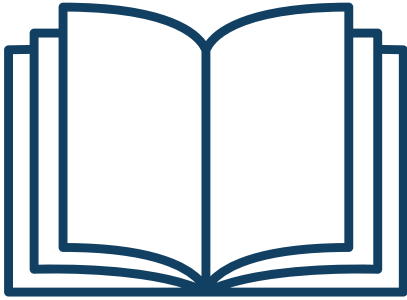
SPECIAL SERVICES ORGANIZATIONAL CHART 2025-2026



Building Inclusive Pathways to the Future

Focus Framework for Special Services

Building Inclusive Futures Through Equity, Support, and Engagement



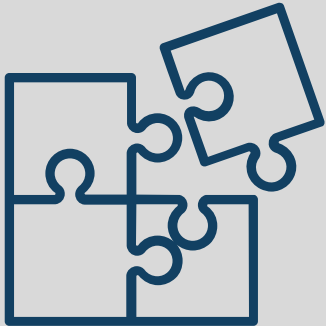
CULTURALLY RESPONSIVE PROGRAMS

- Equity and Belonging
- Special Education Programs
- Service Delivery
- Instructional Practices
- Curriculum Access/ULS
- Inclusion
- UDL
- Professional Development
- Data Driven Decision Making



COMPLIANCE EQUITY

- Equity & Access
- LRE
- FAPE
- Compliant Services
- Timely Compliance
- IEP Process Integrity
- Procedural Guidelines
- Compliance Monitoring
- CALPADS Reporting
- SEIS Implementation
- Parent and Student Rights
- Dispute Resolution



BEHAVIOR SUPPORT NEEDS

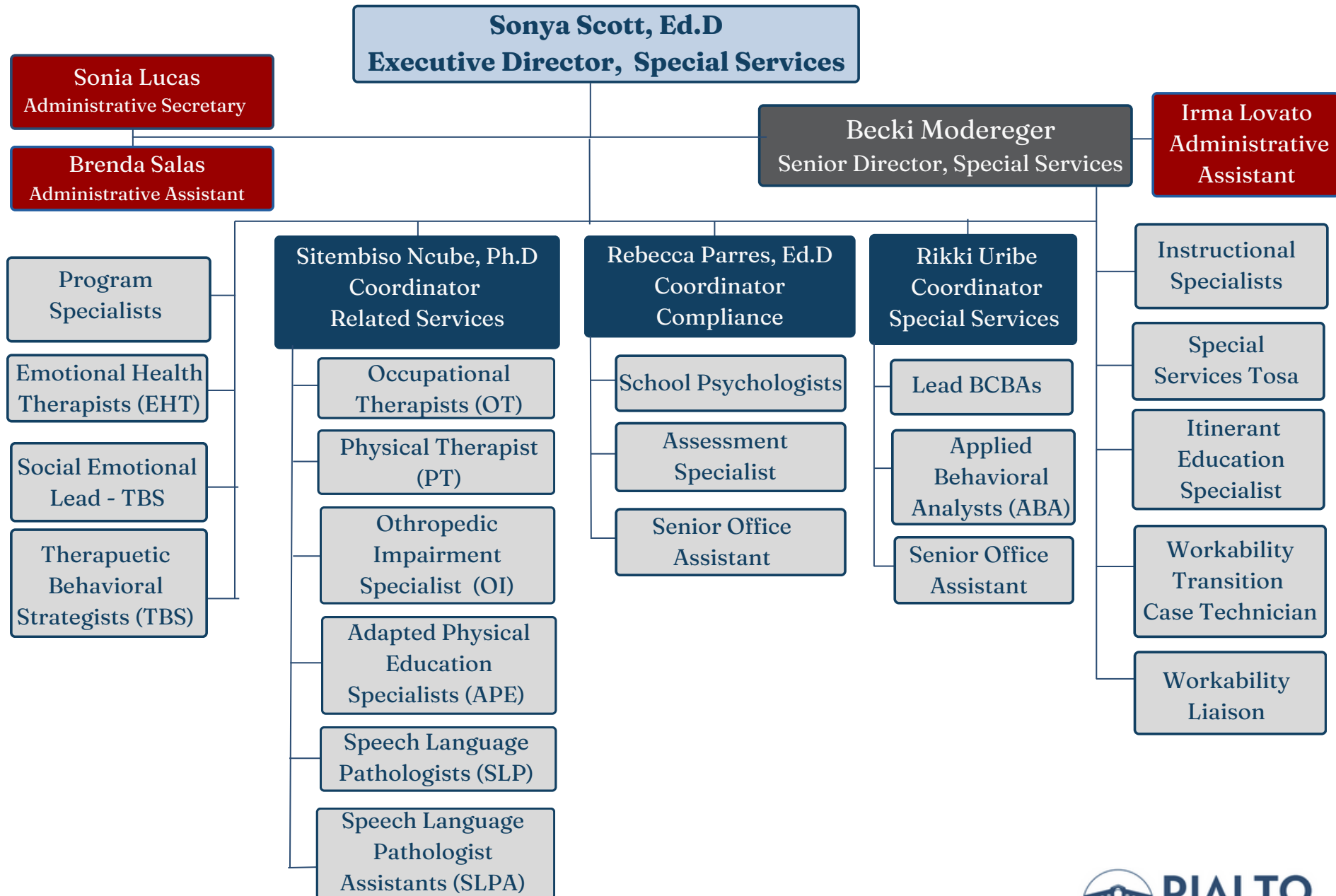
Tiered Supports for All Students

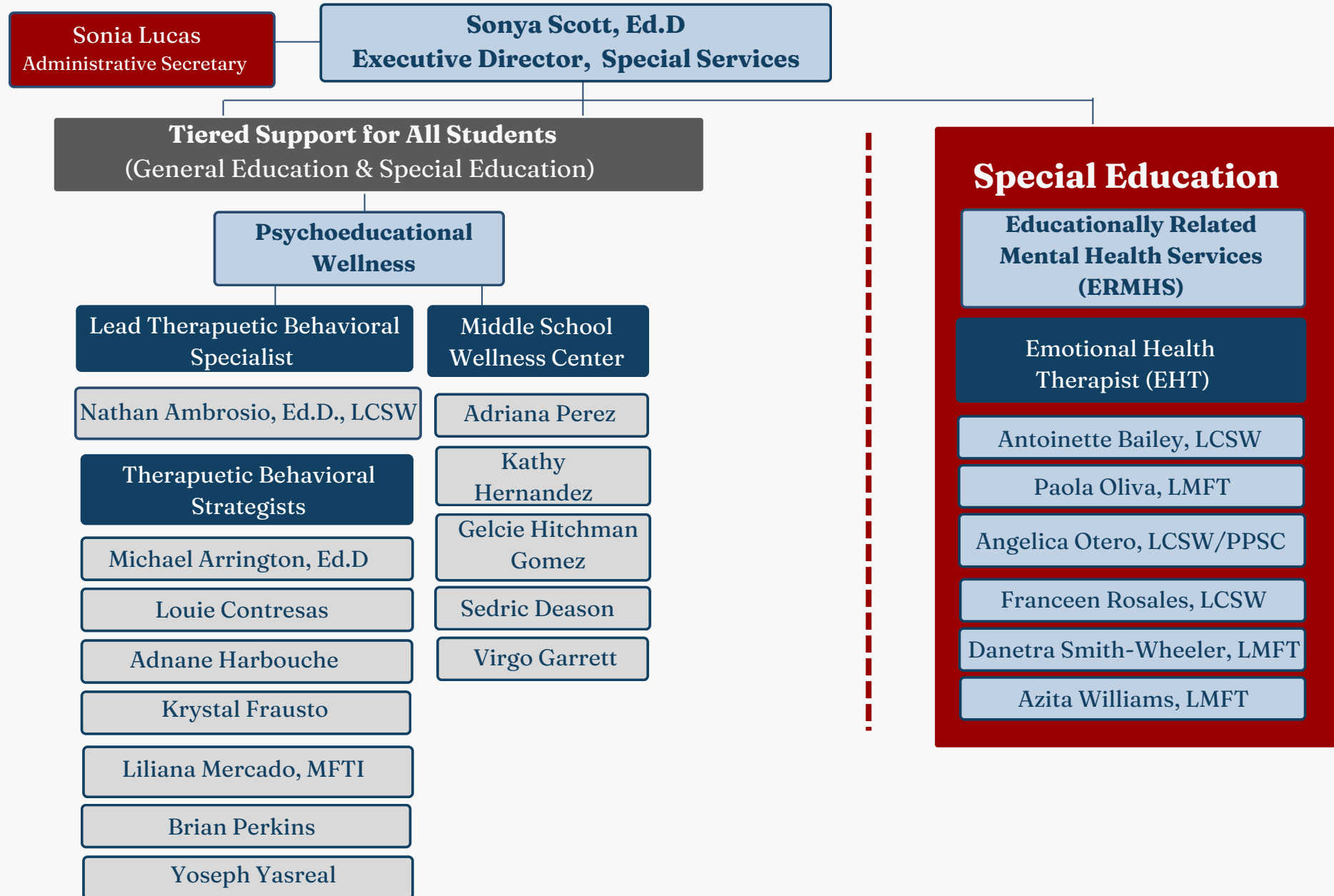
- Behavior
- Deescalation Strategies
- Functional Behavior Assessment (FBA)
- Behavior Intervention Plans (BIP)
- Coping Skills
- Social Emotional Learning
- Safety
- Behavioral Health
- Trauma Informed Practices
- Student Centered Approach
- Restorative Practices

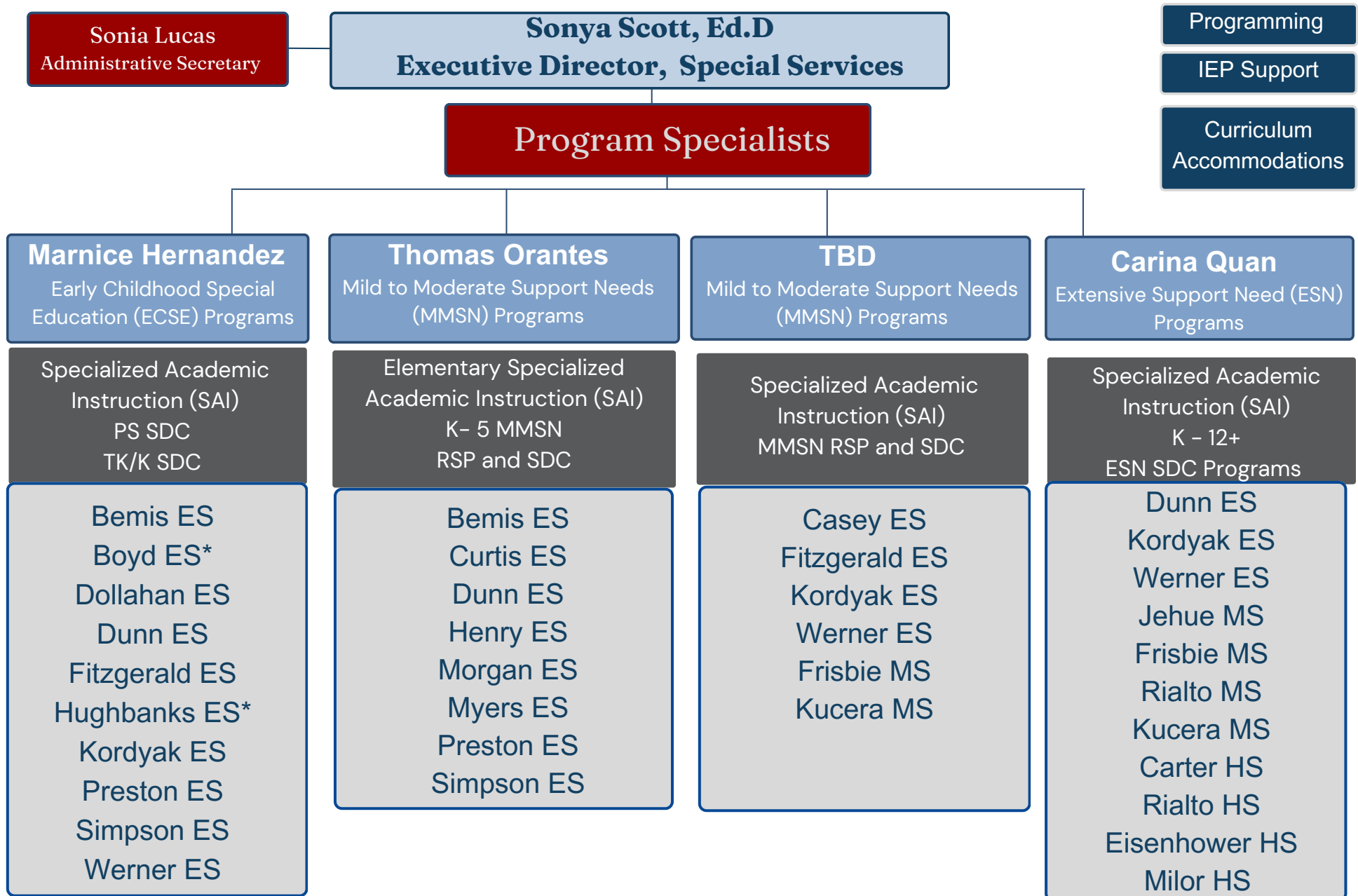


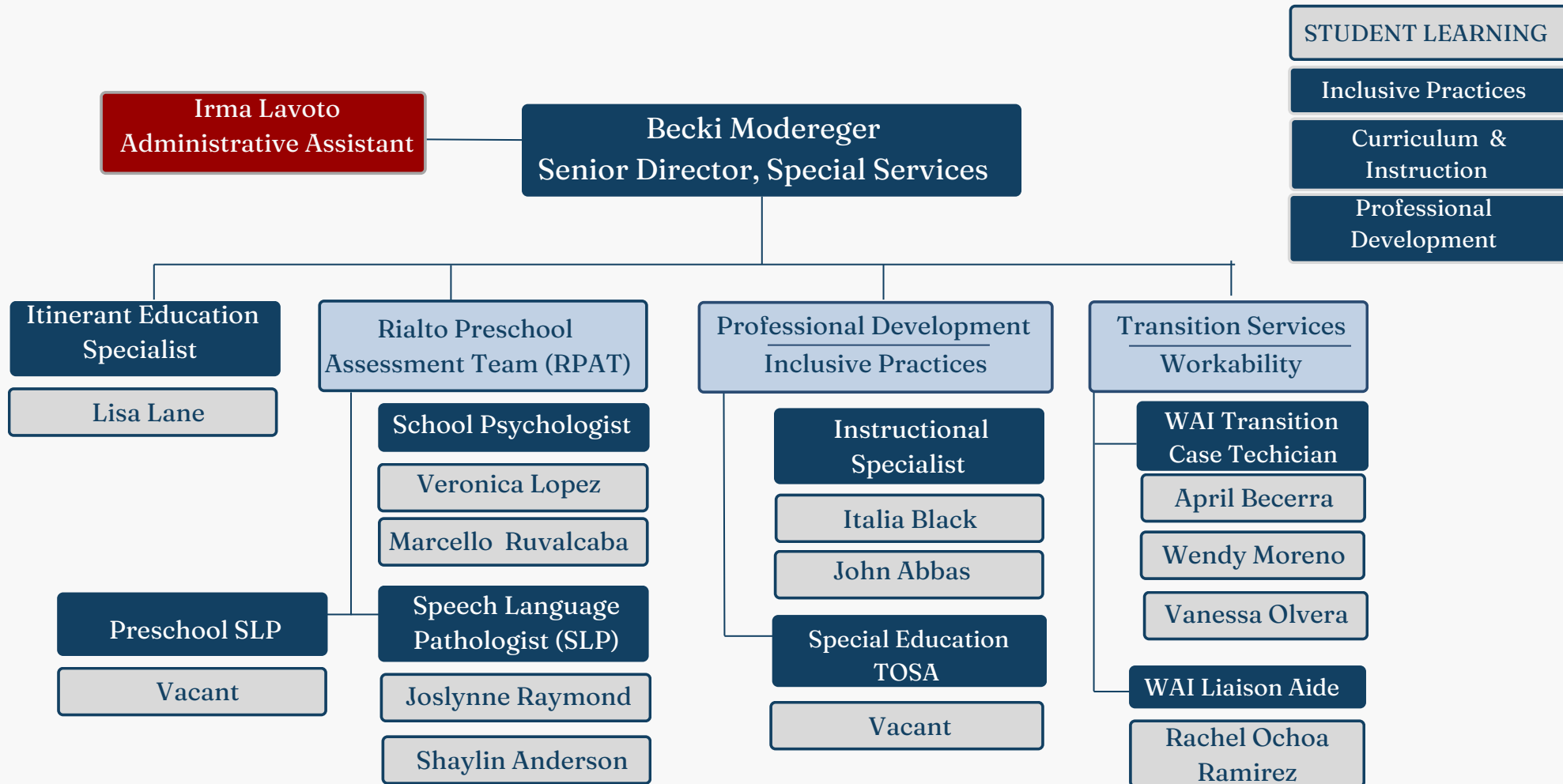
FAMILY ENGAGEMENT

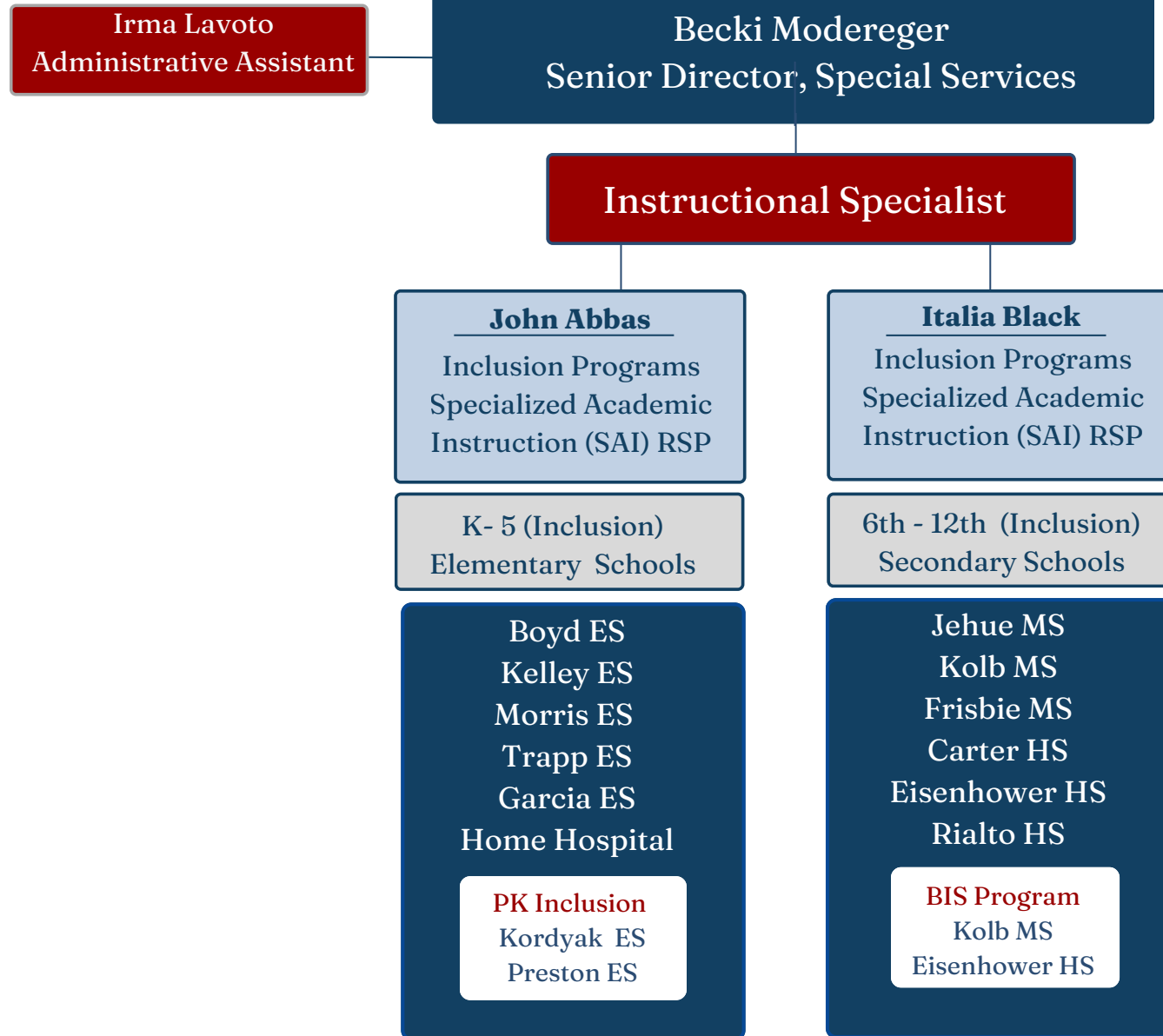
- Special Education Parent Advisory Committee (SEPAC)
- Community Advisory Committee (CAC)
- IEP Empowerment
- Family Workshops
- Divergent Games
- Resources
- Family Support Groups











Culturally
Responsive
Teaching

Universal Design
for Learning



Supporting Innovative
Practices Grantee

STUDENT LEARNING

Inclusive Practices

Related Services

Programs

Brenda Salas
Administrative Assistant

Sitembiso Ncube, Ph.D
Coordinator, Related Services

Communication Development

Speech Language Pathologists (SLP)

Jaime Alexander

Rehannon Cote

Sarah Lloyd

Jennifer Myers

Brenda Aguiano

Jennifer Davidson

Becky Ly

Kristi Payne

Jamie Billings

Paulina Escobedo

Chareca Lyons

Margot Perez

Brittney Brown

Allison Farr

Roxanna
Maldonado

Joseph Ramos

Rey Bustillo

Maria Fernanda
Ochoa

Melanie Martinez

Ian Reed

Jerry Butanda

Yasmin Fuller

Erin Meers

Caleigh Richard

Raquel Castro

Summer Harp

Maritza Mendoza

Jazmin Vargas

Robert Cook

Jennifer Truett

**Speech Language Pathologists
Assistants (SLPA)**

Brittany Chavez

Yunyun Taliaferro

Anais Robles

Abraham Sillas

Vacant

Motor Development

Physical Therapist (PT)

April McElfish, DPT

**Orthopedic Impairment
Specialist (OI)**

Monica Muglia

**Adapted Physical
Education Specialist**

Tony Kounas

Jeff Martinez

Harold Turner

Vacant

Occupational Therapist (OI)

James Bierman

Bernardette Mendoza

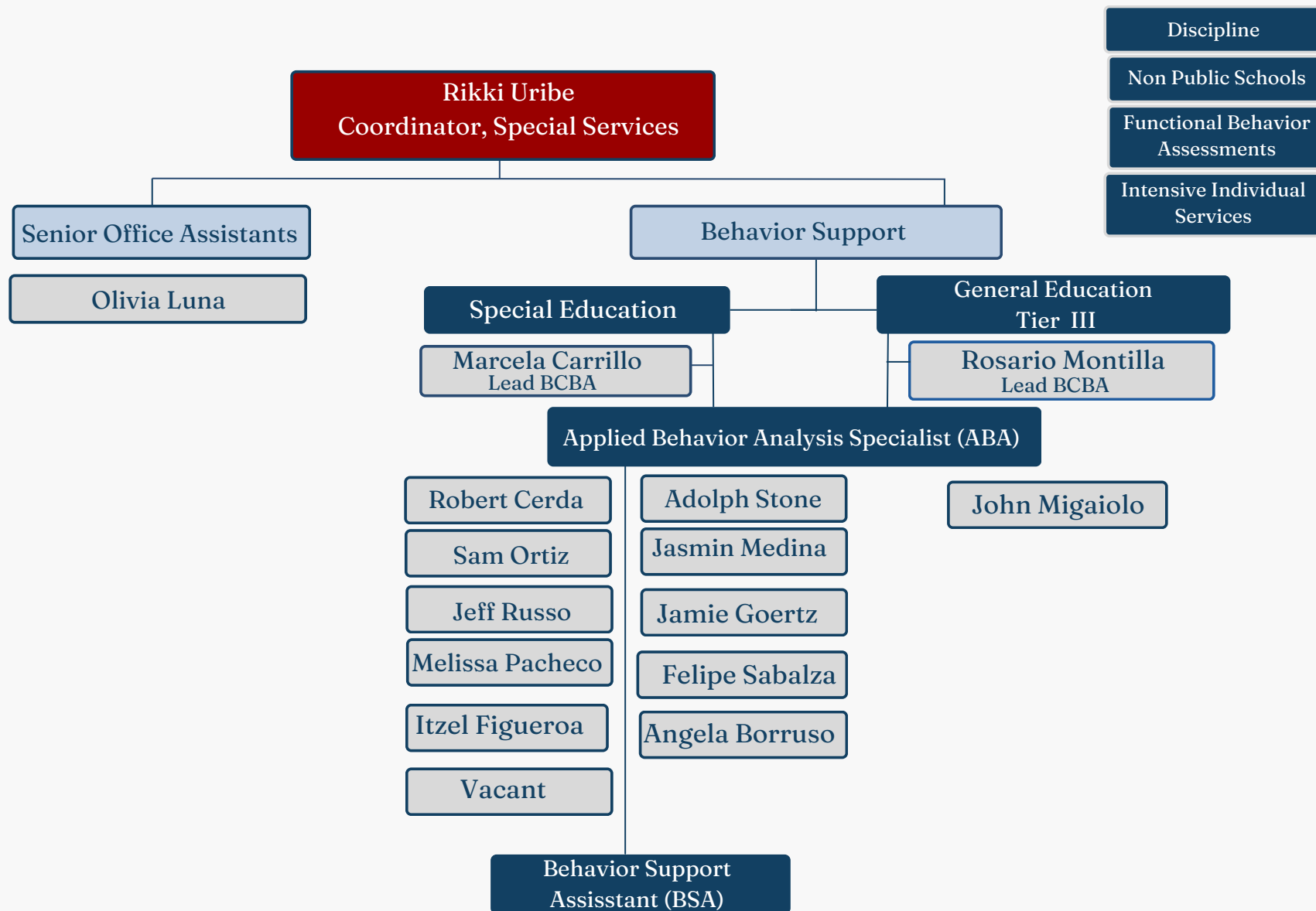
Mary Nguyen

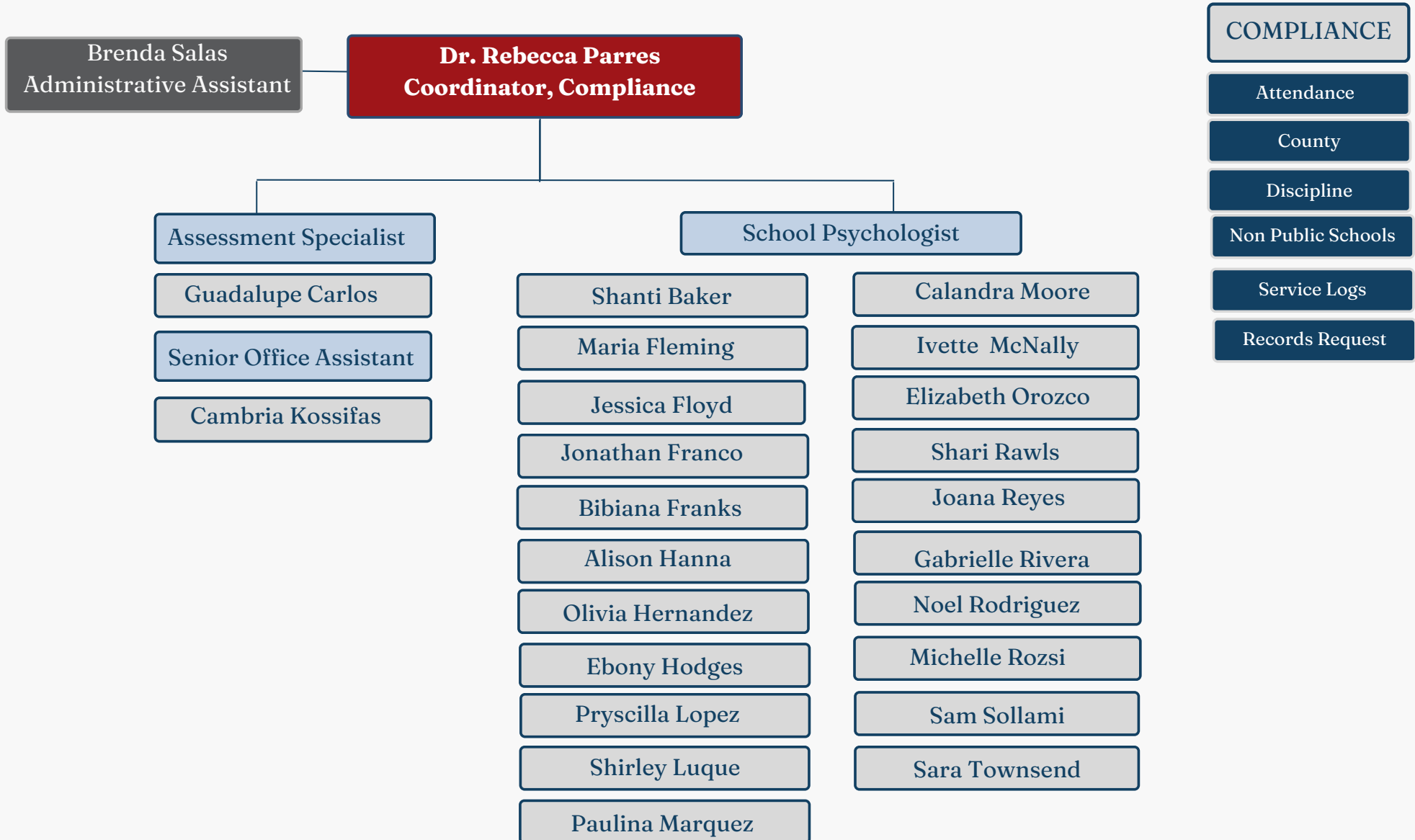
Uverenise Rosas Leon

Jourdan Santibanez

Emily Hereen







Dr. Sonya Scott

Executive Director, Special Services

Direct Supervision of

Senior Director, Special Services

Coordinators

Program Specialist

Student Success Specialist

Emotional Health Therapists (EHT)

Therapeutic Behavior Strategist (TBS)

Lead TBS

Administrative Secretary

Indirect Supervision/Support of

All Special Education Staff

Related Service Providers

LEADERSHIP AND OVERSIGHT OF SPECIAL EDUCATION SERVICES

- Provide strategic leadership and direction for all special education services and supports, ensuring alignment with legal mandates and best practices.
- Guide and support special education personnel in the development and delivery of effective instructional programs, as well as in the preparation and presentation of compliant and meaningful IEPs.
- Oversee all PK–12+ special education programs, including Rialto Preschool Assessment Team (RPAT), Early Childhood Special Education (ECSE), Elementary and Secondary Programs, Adult Transition Programs (ATP), Workability and Post-secondary transitions.
- Serve as the district liaison to the Office for Civil Rights (OCR) and the California Department of Education (CDE), ensuring accurate and timely submission of data required for compliant investigations involving students with disabilities.
- Manage the maintenance and secure transfer of special education records, including coordination with other districts and outside agencies.
- Foster and maintain cooperative, respectful, and professional relationships with staff, families, and community partners.
- Inspire, challenge, and support others in the continuous improvement of educational programs and services to promote equitable outcomes for all students.

COMPLIANCE OVERSIGHT

- | | |
|-------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|
| Grants | <ul style="list-style-type: none">• Compliance Improvement Monitoring (CIM) |
| <ul style="list-style-type: none">• SIP Grant | <ul style="list-style-type: none">• Policies and Procedural Manual development |
| | <ul style="list-style-type: none">• EVSELPA, Special Ed Programs and Contracted Services |
| Events | <ul style="list-style-type: none">• Alternative Dispute Resolution and Due Process Filings |
| <ul style="list-style-type: none">• Divergent Games | <ul style="list-style-type: none">• Extended School Year (ESY) |
| <ul style="list-style-type: none">• Special Services Symposium | <ul style="list-style-type: none">• County Programs/ Non-Public Schools and Alternative Placements |
| <ul style="list-style-type: none">• Special Services Open House | <ul style="list-style-type: none">• Monitor compliance IEP data and insure that all IEPs are compliant by year end |

ADDITIONAL SUPPORTS

- Model effective instructional practices
- Observe teachers and provide feedback
- Facilitate IEP Meetings
- Hiring of Special Education Staff

PROFESSIONAL DEVELOPMENT

- Services Education Hot Topics
- Compliance and Alternative Dispute Resolutions (ADR)
- Facilitated IEPs
- Inclusive Practices and Universal Design for Learning

OTHER AREAS

- Special Education Parent Advisory Committee (SEPAC)
- EVSELPA Steering Meetings
- Parent IEP Empowerment Training
- EVSELPA Supporting Inclusive Practices
- Leadership

Becki Modereger

Senior Director, Special Services
Supervision of

Instructional Specialists

Special Services TOSA

RPAT Administrative Asst

RPAT Staff

Itinerant Education Specialist

Workability Techicans

Middle School Workability Liasion
Aide

Indirect Supervision/Support of
All Special Education Staff
Related Service Providers

Grants

- SIP Grant
- Workability Grant

Events

- Divergent Games
- Special Services Symposium

Culturally Responsive Teaching & Equity Leadership

- Lead the development, implementation, and monitoring of the District Inclusion Plan with a focus on inclusion, equity, and social justice for students with disabilities.
- Coordinate and facilitate professional development in Special Education, including: Inclusive Practices, Universal Design for Learning (UDL), Co-teaching Models, Social Justice & Equity, Administrator Modules, Parent IEP Empowerment Training and Special Services Hot Topics
- Establish and monitor improvement benchmarks for students with exceptional needs.
- Design and evaluate district-wide initiatives to close achievement and access gaps.
- Research and apply best practices and policy guidance to support equity and improved student outcomes.
- Develop and implement a communication plan for progress monitoring of students with exceptional needs.
- Facilitate critical conversations to build district capacity for equity-driven, action-based change.
- Support adult learning that transforms practices, fosters an inclusive culture, and celebrates diversity.
- Model effective instructional practices and provide teacher feedback to strengthen classroom implementation.

Rialto Preschool Assessment Team (RPAT) - Oversight and Coordination

- Ensure timely and compliant completion of all initial and triennial assessments for preschool-aged students (ages 3–5).
- Coordinate schedules, referrals, and team members for multidisciplinary evaluations.
- Oversee assessment caseloads and workload distribution across team members (school psychologists, speech-language pathologists, education specialists, and related service providers).
- Facilitate Child Find efforts in collaboration with general education preschool programs and community agencies.
- Ensure families receive clear communication, resources, and support in understanding their rights and the special education process.
- Collaborate with community partners (e.g., Inland Regional Center, First 5, Head Start, private preschools) to support smooth referrals and transitions.

OTHER AREAS

- Models instructional practice
- Observe teachers and provide feedback
- Parent IEP Empowerment training
- Post Secondary Opportunities

Dr. Sitembiso Ncube

Coordinator, Related Services

Supervision ofSpeech Language Pathologist
(SLP)Speech Language Pathologist
Assistants (SLPA)

Occupational Therapist (OT)

Physical Therapist (PT)

Orthopedic Impairment
Specialist (OI)Adapted Physical Education
Specialist (APE)Indirect Supervision/Support of
All Special Education Staff
Related Service Providers**RELATED SERVICES OVERSIGHT**

- Acts as a resource to Speech Therapist, Special Education teachers, Orthopedic Impairment and Adapted Physical Education Specialist, Occupational Therapists and Physical Therapist.
- Collaborates with Special Education staff and administrators related to Special Education supports and services, as needed.
- Recommends procedures, placement options and instructional strategies to ensure students needs are met.
- Responsible for developing, implementing, and evaluating related services and supports.
- Maintain contact with current research practices and legislative guidelines affecting Special Education for related services.
- Ensuring that student progress is evaluated on a regular basis and that findings are used in making decisions to improve effectiveness.
- Providing oversight to the maintenance of records of student progress, filing reports, IEP's and caseload documents.
- Assisting in the hiring process of related service providers.
- Serving in the role as LEA at IEP meetings as designated by the Lead Special Services Agent.
- Assists the Lead Special Services Agent in developing and implementing all aspects of special education programs in accordance with local, state and federal regulations.

PROFESSIONAL DEVELOPMENT

- All Related Services
- Special Services Hot Topics
- SEIS Navigation
- Parent IEP Empowerment training

OTHER AREAS

- Related Services Case Management Monitoring
- IEP Meeting Facilitation

Dr. Rebecca Parres

Coordinator, Compliance

Supervision of
School Psychologist
Assessment Specialist

Indirect Supervision/Support of
All Special Education Staff
Related Service Providers

OVERSIGHT OF SPECIAL EDUCATION COMPLIANCE

- Establishes compliance initiatives and audit process to support compliance and legal mandates.
- Creates monthly IEP compliance status reports to be distributed to school site.
- Prepares schools for participation in the data analysis and all compliance reviews.
- Provides consultation and technical assistance to administrators and staff in the area of special education compliance.
- Communicate new developments in special education law to staff.
- Develops procedures and coordinates all required responses to a variety of requests and complaints regarding special education compliance.
- Provides oversight and supervision of the implementation of the IEP Management system and develop in-service trainings and programs for teachers, instructional assistants and other district personnel.
- Oversees responses to requests in accordance with the California Public Records Act.
- Keeps current with trends or developments in, and evaluates and recommends adoption of new procedures, policies and regulations in regards to special education
- Oversight of CALPADS and data compliance

PROFESSIONAL DEVELOPMENT

- All Related Services
- Special Services Hot Topics
- SEIS Navigation

ADDITIONAL SUPPORTS

- County and Non-Public School Placements
- Records Requests
- Service Logs

OTHER AREAS

- Child Welfare and Attendance
- Parent IEP Empowerment training
- Observe teachers and provide feedback
- Facilitate IEP Meetings
- Hiring of Special Education Staff

Rikki Uribe

Coordinator, Related Services

Supervision of

Board Certified Behavior Analyst
(BCBA)

Applied Behavior Analysts (ABA)
Behavior Support Aides (BSA)

Indirect Supervision/Support of
All Special Education Staff
Related Service Providers

BEHAVIORAL SUPPORTS

- Assist in the development, implementation and assessment of student behavior support and intervention programs and services at all Elementary and Secondary sites.
- Provide consultation and collaborative support to the Student Success Specialist, PBIS TOSA, Internal/External Coaches, PBIS school site teams, Therapeutic Behavior Strategists, Wellness Centers, and Site Administrators in the identification, planning, implementation, and Social Emotional Learning (SEL) Tier III services for student behavior support.
- Enhance the personal and professional growth of support staff by implementing ongoing student focused behavior support trainings.
- Assist with formal and informal student assessments and participate in the development of new behavior support programs for students.
- Assists in evaluating the effectiveness of behavior supports and programs
- Monitors student behavioral needs and progress on a regular basis
- Implements evidence based instructional practices to assist students with maladaptive behaviors
- Trains staff regarding behavior analytic concepts, including data collection
- Provides parent and staff in-services on relevant behavioral and instructional strategies.
- Collaborates with instructional staff, outside agencies, and consultants to provide supervision of school based and extended day programming.
- Assessment, implementation, monitoring and fading of Intensive Individualized Supports
- Monitoring of suspension data related to students with disabilities.

PROFESSIONAL DEVELOPMENT

- Models instructional practice and behavior strategies
- PCM Training
- Deescalation Strategies

ADDITIONAL SUPPORTS

- County and Non-Public School Placements
- Agency Staffing

OTHER AREAS

- Observe teachers and provide feedback
- Conducts Functional Behavior Assessments
- Assist with Special Education hiring

Marnice Hernandez
Early Childhood Special
Education (ECSE) Programs

TK - K
Preschool

Thomas Orantes
Elementary Programs
Mild to Moderate Support
Needs
SAI(RSP)/SDC

Vacant
Mild to Moderate
Support Needs
SAI - SDC

Carina Quan
Extensive Support Needs
Programs
K - 12 SDC
ATP

Special Services

PROGRAM DEVELOPMENT

- Observes, consults with, and assists special education teachers and assist principals in designing programs to meet the instructional needs of students who receive special education and related services.
- Ensuring that student progress is evaluated on a regular basis and that findings are used in making decisions to improve program effectiveness.
- Plans programs, coordinates curricular resources, and assists in evaluating the effectiveness of programs for individuals with exceptional needs.
- Provides coordination, consultation and program development in his/her area(s) of expertise
- Provides assistance to the special education teaching staff in planning, organizing and coordinating staff functions, necessary staff development, and use of facilities, materials, and equipment purchase.
- Assists in planning, implementation, and innovation of special methods and approaches of staff development activities at school
- Participates as a member of IEP team as appropriate.
- Assists special education personnel in implementing and coordinating the services in the IEP.
- Responsible for monitoring curriculum, materials, and methodology in his/her area(s) of expertise.
- Implements evidence based instructional practices to assists students.
- Provides appropriate achievement and/or diagnostic testing, identifies student capabilities and monitors student progress on a regular basis.
- Serves as a resource in the identification, and use of instructional materials in order to differentiate instruction.
- Assists in the matriculation of special education personnel in implementing and coordinating the services in the IEP.
- Maintains knowledge of current laws and regulations pertaining to FAPE and IEP compliance.
- IEP Facilitation

PROFESSIONAL DEVELOPMENT

- Inclusive Practices - UDL, Co-teaching and expanding access
- Special Services Hot Topics
- SEIS Navigation
- Parent IEP Empowerment training

OTHER AREAS

- Models instructional practice
- Observe teachers and provide feedback
- Conducts academic assessments

Instructional Support

- Collaborates with all teachers with interpreting the abilities and disabilities of students, assists in developing classroom intervention strategies and modifying general education curricular, as necessary.
- Collaborates with staff to create differentiated learning experiences based on the District's Literacy, Numeracy and Future Ready Framework.
- Implements evidence based instructional practices to assists students.
- Develops procedures, guidelines, timelines, and acquires materials for all schools' differentiation services to support students with exceptional needs in inclusive environments.
- Facilitates the effective management, use, and analysis of data to improve academic outcomes for students with disabilities.
- Works in collaboration with all staff to problem solve and to identify innovative, practical, and effective differentiation strategies based on student strengths to meet student-learning needs.
- Assists staff in identifying the gap between performance and expectations, linking strategy to assessment, and designing high-quality interventions.
- Provide curriculum support and training for all teachers and continuous staff development that supports inclusive school environments.
- Provide input regarding appropriate intervention/remediation strategies.
- Assist teachers in the development and implementation of effective classroom management strategies, individual behavioral intervention, instructional planning, and classroom organization, as needed.
- IEP Facilitation

PROFESSIONAL DEVELOPMENT

- Inclusive Practices - UDL, Co-teaching and expanding access
- Special Services Hot Topics
- SEIS Navigation
- Parent IEP Empowerment training

OTHER AREAS

- Models instructional practice
- Observe teachers and provide feedback
- Conducts academic assessments

John Abbas
Inclusion Programs
K- 5 (Inclusion)
Elementary Sites
ECSE Programs

Specialized Academic
Instruction - RSP

Italia Black
Inclusion Programs
6th - 12th (Inclusion)
Secondary Schools

Specialized Academic
Instruction - RSP

Lead TBS

Nathan Ambrosio, Ed.D.,
LCSW

Krystal Fausto

Louie Contresas

Yoseph Yaisrael

Brian Perkins

Adnane Harbouche

Michael Arrington

Liliana Mercado, MFTI

Middle School Wellness Center

Adriana Perez

Kathy Hernandez

Gelcie Hitchman Gomez

Sedric Deason

Virgo Garrett

PSYCHOEDUCATIONAL SERVICES

- Provide behavioral support for students by facilitating classroom presentations, group and/or individual services. Supports are aimed at assisting students with addressing their social emotional challenges that impact behavior, and interfere with their success in school. This work is performed through skill building. TBS do not provide counseling services.
- Lead classroom workshops focused on social-emotional learning (SEL) and psychoeducation.
- Train and support students in conducting Synergy groups.
- Design and implement district-wide SEL enrichment programs and universal supports.
- Participate in collaborative treatment team meetings to monitor student mental health progress.
- Model and coach staff on behavior intervention strategies in classroom settings.
- Apply evidence-based practices for individual and group behavioral interventions.
- Support school-wide initiatives in Social Emotional Regulation and Restorative Practices.
- Serve as a liaison between school and families, providing SEL-focused parent workshops and trainings.
- Review and provide feedback on student treatment plans, tracking progress and identifying barriers.
- Collect and interpret data to inform treatment planning and interventions.
- Provide trainings and presentations to school staff on behavioral and mental health topics.
- Maintain accurate caseload documentation and records.
- Develop and implement Prevention and Early Intervention (PEI) strategies.

PROFESSIONAL DEVELOPMENT

- AntiBully Prevention -Be a Buddy, Not a Bully Assemblies
- Evidence Based Psychoeducational Social Emotional Learning (SEL) Groups.
- 5 Modules: Social Skills, Anger Management, Grief & Loss, Self-Esteem and Self-Regulation
- 1:1 Skill Building.

OTHER AREAS

- Parent Training - Love & Logic and Father Figures

Virgo Garrett

EHT

Antoinette Bailey, LCSW
Paola Oliva, LMFT
Angelica Otero, LCSW/PPSC
Franceen Rosales, LCSW
Danetra Smith-Wheeler, LMFT
Azita Williams, LMFT

EDUCATIONALLY RELATED MENTAL HEALTH SERVICES (ERMHS)

- Provide specialized mental health support services to students who receive Special Education Services
- Provide timely and informative mental health clinical assessments and set guidelines for effective mental health service delivery to applicable and qualifying youth who receive Educationally Related Mental Health Services (ERMHS) as per their IEP.
- Guide IEP teams on eligibility, placement, and least restrictive environment (LRE) decisions related to ERMHS.
- Consult with staff and families to support students receiving mental health services.
- Review draft assessments involving Emotional Disturbance (ED) eligibility, distinguishing ED from conduct disorders.
- Review student records to identify prior barriers and interventions.
- Conduct socio-developmental interviews with parents for special education evaluations.
- Analyze records and interview data to determine environmental impacts and resource needs; summarize findings in reports and presentations.
- Attend Manifestation Determination meetings and support behavior-related decision-making.
- Address attendance concerns through student/parent interviews and action plans
- Participate in SSTs and court interventions as needed.
- Develop and deliver training for staff and parents on mental health and student support topics.
- Provide individual or group counseling during school-wide crises.
- Conduct home visits to gather information and support families in response to school referrals.
- Connect students and families with community and school-based resources for educational and mental health support.

PROFESSIONAL DEVELOPMENT

- Mental Health Resources

OTHER AREAS

- Parent Training
- Educational Mental Health Interventions

SPECIAL SERVICES

Building Inclusive Pathways to the Future

Contact Us

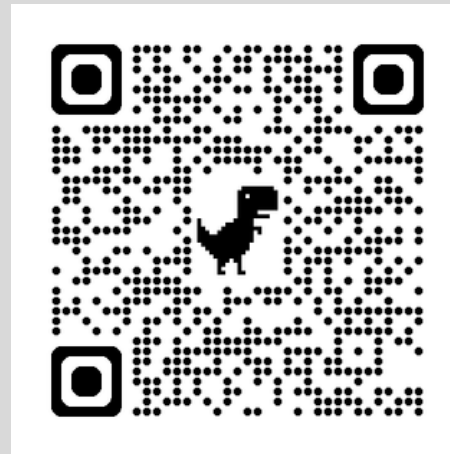
specservsupportrequest@rialtousd.org

(909) 820 -7700

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