

PARAPROFESSIONALS

Paraprofessionals, as defined in the appropriate job descriptions, are under the direct supervision of a properly certificated staff member for the areas they are providing support. The nature of the work accomplished by paraprofessionals will encompass a variety of tasks that may be inclusive of “limited instructional duties.”

Guidelines

1. Paraprofessionals are employed by the District mainly to assist the teacher in providing instructional support to students.
2. A paraprofessional is an extension of the teacher, who legally has the direct control and supervision of the classroom or playground and responsibility for control and the welfare of the students.
3. In compliance with applicable legal requirements, the Board shall require all paraprofessionals with instructional duties to have earned a high school diploma or general equivalency diploma (GED) and:
 - a. ParaPro Assessment with a score of four hundred sixty (460) or higher; or
 - b. Transcripts showing completion of at least two (2) years of study at an accredited postsecondary educational institution with a minimum of thirty-two (32) semester credits; or
 - c. Transcripts showing completion of an Associate's or higher level degree.
4. It is the responsibility of each principal and teacher to provide adequate training for a paraprofessional.
 - a. Training should take into account the unique situations in which a paraprofessional works.
 - b. Training should be designed to cover the general contingencies that might be expected to pertain to each situation.
5. Each paraprofessional supporting students with special needs will participate in training designed to complete and keep current the Idaho Paraprofessional Standards Competency Documentation form #5710F.
6. The Superintendent/designee shall develop and implement procedures for an annual evaluation of paraprofessionals.

- a. During the first thirty (30) days of employment, the supervising teacher or administrator shall continue to assess the skills and ability of the paraprofessional to assist in reading, writing, and mathematics instruction.
- b. Evaluation results shall be a factor in future employment decisions.

Adopted 01-10-2007

Reviewed 03-11-2020

Revised 12-13-2017

Cross Reference: Strategic Planning #1300
Substitutes for Instructional Staff #5700

Legal Reference: 20 U.S.C. § 6312 Local educational agency plans
20 U.S.C. § 6314 School-wide Programs
20 U.S.C. § 7801 Definitions
Public Law 114-95 Every Child Succeeds Act of 2015
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