

## **Personnel**

### **TEACHER AIDES/PARAPROFESSIONALS**

**BP 4222**

The Governing Board recognizes that paraprofessionals support student learning by providing valuable assistance to teachers and other certificated personnel and enabling greater individualized instruction and supervision of students. Such employees may perform instructional and/or administrative tasks in accordance with law, Board policy and administrative regulation.

*(cf. 1240 - Volunteer Assistance)*

*(cf. 4200 - Classified Personnel)*

*(cf. 6171 - Title I Programs)*

The Superintendent or designee shall ensure that paraprofessionals possess the qualifications required by law for their positions.

Paraprofessionals shall be under the immediate supervision and direction of certificated personnel.

In determining the assignment of paraprofessionals, the Superintendent or designee shall consider the greatest benefit to students based on such factors as class size, grade levels, student needs, subject matter and teacher workload.

Each paraprofessional shall be provided with a clear definition of his/her roles and responsibilities.

The Superintendent or designee shall ensure that all paraprofessionals receive ongoing support and regular performance assessments. Teachers shall receive training in how to collaborate effectively with an assistant and are expected to assign duties consistent with written job descriptions for paraprofessionals.

*(cf. 4131 - Staff Development)*

*(cf. 4212 - Appointment and Conditions of Employment)*

*(cf. 4215 - Evaluation/Supervision)*

*(cf. 4231 - Staff Development)*

The Board encourages qualified paraprofessionals to pursue opportunities that lead to attainment of a teaching credential and enable them to increase their skills and experience in the classroom.

*(cf. 4112.2 - Certification)*

*(cf. 4112.21 - Interns)*

## Personnel

### TEACHER AIDES/PARAPROFESSIONALS

BP 4222

#### Legal Reference:

##### EDUCATION CODE

44390-44393 - California School Paraprofessional Teacher Training Program

44833 - Postsecondary students as nonteaching aides

44835 - Duties of nonteaching work study aides

45330 - Paraprofessionals

45340-45349 - Instructional aides

45350-45354 - Teacher assistants

45360-45367 - Teacher aides

54480-54486 - Special Teacher Employment Programs

##### CODE OF REGULATIONS, TITLE 5

12065-12070 - Teacher aides for Special Teacher Employment Programs

##### UNITED STATES CODE, TITLE 20

6311 - State plans

6314 - Schoolwide programs

6315 - Targeted assistance schools

6318 - Parent involvement

6319 - Qualifications for teachers and paraprofessionals

##### CODE OF FEDERAL REGULATIONS, TITLE 34

200.58-200.59 - Qualifications and duties of paraprofessionals

#### Management Resources:

##### U.S. DEPARTMENT OF EDUCATION PUBLICATIONS

*Roles for Education Paraprofessionals in Effective Schools*, 1997

*Title 1 Paraprofessionals, Non-Regulatory Guidance*, March 1, 2004

##### WEB SITES

CTC Paraprofessional Teacher Training Program: <http://www.ctc.ca.gov/para>

CDE: <http://www.cde.ca.gov>

CSBA: <http://www.csba.org>

U.S. Department of Education: <http://www.ed.gov>

California School Employees Association: <http://www.csea.com>

National Resource Center for Paraprofessionals: <http://www.nrcpara.org>

National Clearinghouse for Paraeducator Resources:

<http://www.usc.edu/dept/education/CMMR/Clearinghouse.html>

#### Policy

**Adopted:** September 26, 1995

**Revised:** May 21, 2015

#### PASADENA UNIFIED SCHOOL DISTRICT

Pasadena, California