

4222 Instructional Aides/Paraprofessionals

The Governing Board recognizes that instructional aides/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.

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

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

In determining the assignment of instructional aides/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 instructional aide/paraprofessional shall be provided with a clear definition of his/her roles and responsibilities.

The Superintendent or designee shall ensure that all instructional aides/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.

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

Board Approved:

August 19, 2004

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