Web Site Address

- Department of Education - [http://www.alsde.edu/home/Default.aspx](http://www.alsde.edu/home/Default.aspx)

Best Term to Access Data Using Site’s Search Engine

- Paraprofessional

Compliance with NCLB

- The 2012-2013 LEA Compliance Review, Self-Assessment
  - Concerning paraprofessionals, LEAs will show lack of or compliance with NCLB, 2004 by how the following questions are answered:
    - Do teacher assistants work under the supervision of certified teachers (without high school diploma, limited to two years employment)? *Title I Sec. 1119(1)(B)(1)* (see pg. 1, A.2)
    - Is there evidence that each school participating in a SWP devotes sufficient resources to effectively carry out high quality and on-going professional development for teachers, principals, and paraprofessionals? *Section 1114(a)(4)* (see pg. 15, C.19)
    - Is there evidence that the LEA has ensured that all paraprofessionals who work in an instructional capacity in a Title I school or are paid from Title I funds in a targeted assistance program were highly qualified at the time they were hired? *Section 119 (c)(1)* (see pg. 33, I.77)
    - Does the LEA ensure that any paraprofessional working in a Title I school does not provide any instructional services to a student unless the paraprofessional is working under the direct supervision of a teacher who is highly qualified? *Section 1119(g)(3)(A)* (see pg. 34, I.78)
    - Does the LEA use not less than 5% or more than 10% of its total annual allocation of Title I, Part A funds to provide high quality professional development to ensure that non-highly qualified teachers and paraprofessionals become highly qualified (unless a lesser amount is needed.)? *Section 1119(1)* (see pg. 34, I.79)

- Qualifications for Paraprofessionals
  - See Title I Paraprofessionals, Qualifications & Requirements (listed under Agency Documents) to access, available as a Word document. This document clearly
defines the expectations of NCLB in full detail. The following are listed as general and qualification requirements:

- For the purposes of NCLB, a paraprofessional is a non-certified employee who provides instructional support in a program supported with Title I, Part A, funds.
- All Title I paraprofessionals must have a high school diploma or its recognized equivalent without regard to the date they were hired.
- A paraprofessional in a school that provides instructional support is required to meet NCLB requirements regardless of source of salary.
- A paraprofessional in a targeted assistance school that provides instructional support and is paid with Title I, Part A, funds is required to meet NCLB requirements.
- An instructional paraprofessional who works in a program supported with Title I, Part A, funds and was hired after January 8, 2002, must meet NCLB requirements as described in Section 1119(c)(1)(C) at the time of employment.
- An instructional paraprofessional who works in a program supported with Title I, Part A, funds and was hired on or before January 8, 2002, must meet NCLB requirements as described in Section 1119(c)(1)(C) by January 8, 2006.
- Migrant paraprofessionals, Migrant home-school liaisons, and Indian Education paraprofessionals who work in a targeted assistance school are not required to meet NCLB requirements. (In a schoolwide school, all paraprofessionals that provide instructional support are required to meet NCLB requirements. Migrant liaisons that provide information to parents and/or schools are not considered instructional support personnel).
- Physical education paraprofessionals, library paraprofessionals, and computer paraprofessionals are required to meet NCLB requirements if they provide instructional support in a school supported with Title I, Part A, funds. (The key word is “instructional.” For example, if the library paraprofessional were responsible only for checking books in/out, shelving books, or cataloging books etc, then he/she would not have to meet requirements. However, if he/she provides instructional assistance to the librarian and/or other teachers in the school, he/she must meet NCLB requirements.)
- Paraprofessionals providing only personal care services to students with disabilities are not required to meet the NCLB requirements, regardless of the source of funding. However, any paraprofessional who provides instructional support to students with disabilities and is supported with Title I, Part A, funds, whether directly in a Title I targeted assistance program or indirectly through a schoolwide program, would have to meet NCLB requirements.
- Paraprofessionals in non-Title I schools are not required by federal nor state regulations to meet NCLB requirements.
- Paraprofessionals that work in Title I preschool programs
A paraprofessional that was “pink-slipped” or “laid off” at the end of a school year as a matter of usual or routine practice with the intent that he/she has continuing status and will be re-hired at the beginning of the next school year is considered to be an “existing” paraprofessional and the initial hire date would continue to be effective. An individual who has a break in service and is re-hired at some later point in time would be considered a new paraprofessional.

All paraprofessionals covered by NCLB requirements must meet one of the following criteria:
- Have at least two years of study at an institution of higher education.
- Hold an associate’s degree.
- Meet a formal rigorous standard of quality and demonstrated knowledge of and the ability to assist in instructing, reading, writing and mathematics.

In Alabama, the option of completing at least two years of study at an institution of higher education may be accomplished by documented successful completion of 48 semester hours at a regionally accredited institution of higher education.

In Alabama, the option of obtaining an associate’s degree may be accomplished by documented successful completion of 64 semester hours at a regionally accredited institution of higher education. (A regionally accredited institution of higher education is one that is accredited by the Southern Association of Colleges and Schools or an equivalent accrediting agency.)

Alabama has worked with Educational Testing Services (ETS) to develop a test of subject knowledge in reading, writing, and mathematics. The assessment is called Workkeys.

Once a paraprofessional has met one of the above-mentioned requirements, he/she would be deemed “qualified” in any school system in the state.

- A copy of NCLB, 2004, Section 1119, is site embedded

**Standards to Measure Professional Growth of Paraeducators**

- Not evident

**Policy that Distinguishes Paraeducators Working with Special Education**

- Not evident
Resource Guide for Supervisors: Assisting Local Agencies in Supervision of Paraeducators Beyond NCLB Mandated Expectations

- Not evident

Standards to Measure Professional Growth of Teachers in a Position to Supervise Paraeducators

- Not evident

Document Previewed by Audrie Bradford, Education Specialist, Title II, Highly Qualified, Paraprofessional, Alabama Department of Education, November 6, 2012