

INCLUSIVE PARAPROFESSIONAL TRAINING & SUPPORT SERIES

This initiative focuses on building the capacity of paraprofessionals with an emphasis on empowering them to play a pivotal role in supporting inclusive schooling. Through targeted professional development, this initiative aims to provide paraprofessionals with a comprehensive understanding of their role and responsibilities, special education policies and practices, and supporting students of varying ability.



PROFESSIONAL DEVELOPMENT OUTCOMES

- Understand the impact of inclusive schooling on the success of all students, including students classified as multilingual, special education, and diverse needs.
- Build community and confidence in instructional assistants as they share successes and challenges.
- Opportunities for targeted professional development based on specific needs and goals centered around inclusive practices.
- Create continuity in practices across the district.

ACTIVITIES

- Conduct a site-based or district-wide needs assessment.
 - » Conduct a thorough needs assessment to identify specific challenges and opportunities for building the capacity of paraprofessionals.
 - » Customized professional development (in-person and/or virtual) focused on hands-on activities to apply knowledge and share expertise.
- Access to a repository of training resources.
 - » Access to Virtual Paraprofessional Handbook training modules for onboarding and ongoing professional development.
 - » Includes highlighted activities for administrators or coaches to connect with paraprofessionals.
- Develop sustainability plan.
 - » Provide on-going technical support (in-person and/or zoom).
 - » Build capacity in trainers, including Classified on Special Assignment (COSAs), paraprofessional leaders, and/or leadership teams.

CONTENT AREAS ADDRESSED IN PARAPROFESSIONAL SERIES

THE PARAPROFESSIONAL ROLE

- The Paraprofessional Role and Job Duties
- Tools and Ideas to Get Started
- Professionalism and Conduct in Schools
- Student confidentiality
- Student Safety
- Active Supervision

SPECIAL EDUCATION OVERVIEW

- Educational Settings and Inclusion
- Understanding Special Education, LRE and FAPE
- Common Areas of Eligibility
- Understanding the IEP at a glance
- Collaboration and Co-teaching

SUPPORTING STUDENTS AS A PARAPROFESSIONAL

- Teaching Social Skills
- Supporting Communication
- Understanding Behavior and Positive Behavior Supports
- Monitoring Behavior and Data Collection
- Hierarchy of Prompting and Levels of Support
- Promoting Independence
- Accommodation and Modifications
- Academic Best Practices and Practical Strategies to Modify Curriculum
- Supporting Social Emotional Learning

DISTRICT COMMITMENTS

LEADERSHIP SUPPORT

- Demonstrate commitment from district and site-based leadership for this initiative.
- Allocation of necessary resources, including personnel and financial, to support this initiative.
- Monthly (site) or quarterly (district) check-ins for technical assistance support with the Thompson Policy Institute.

PROFESSIONAL DEVELOPMENT

- Provide time for professional development.
- Identified personnel (supervisors and paraprofessionals) to engage and participate in professional development.

DATA COLLECTION

- Collect and analyze data related to student achievement, behavior, and student engagement in classrooms supported by paraprofessionals.
- Use data to inform decision-making to improve the effectiveness of paraprofessional practices.
- Complete all surveys after each professional development.

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