



Book	Policy Manual
Section	5000 Series - Personnel
Title	Educational Support Professionals
Code	5710
Status	Proposed

- 1.** Educational support professionals are under the supervision of a principal and a teacher to whom the principal may have delegated responsibility for close direction. The nature of the work accomplished by educational support professionals will encompass a variety of tasks that may be inclusive of "limited instructional duties."
- 2.** Under federal law, an educational support professional, also known as a "paraeducator," an "education assistant" or an "instructional assistant," is defined as an individual who is employed in a preschool, elementary school, or secondary school under the supervision of a certificated or licensed teacher, and includes persons employed in language instruction, educational programs, special education programs, and migrant education programs.
- 3.** Educational support professionals are employed by the District mainly to assist the teacher. An educational support professional is an extension of the teacher, who legally has the direct control and supervision of the classroom or playground and is responsible for the control and welfare of the students.
- 4.** In compliance with applicable legal requirements, the Board shall require all educational support professionals with instructional duties that are newly hired to have a high school diploma or general equivalency diploma (GED) and:
 - A. Demonstrate through a state approved academic assessment knowledge of and the ability to assist in instructing or preparing students to be instructed as applicable to the academic areas they are providing support in; or
 - B. Have completed at least two (2) years of study at an accredited postsecondary educational institution;; or
 - C. Obtained an associate degree or higher level degree;
- 5.** It is the responsibility of each principal and teacher to provide adequate training for an educational support professional. This training should take into account the unique situations in which an educational support professional works and should be designed to cover the general contingencies that might be expected to pertain to that situation. During the first 30 days of employment, the supervising teacher or administrator shall continue to assess the skills and ability of the educational support professional to assist in reading, writing, and mathematics instruction.
- 6.** The Superintendent shall develop and implement procedures for an annual evaluation of educational support professionals. Evaluation results shall be a factor in future employment decisions.

Legal [20 USC §§ 7011, 7801 Definitions, as amended by ESSA of 2015](#)
[20 USC § 6314 School Wide Programs, as amended by ESSA of 2015](#)

[20 USC § 6312 Local Agency Plans, as amended by ESSA of 2015](#)