## Policy 4222: Teacher Aides/Paraprofessionals

**Original Adopted Date: 1/17/2024**

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.

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.

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.

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**Policy Reference Disclaimer:**
These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

| State | Description |
|---|---|
| 5 CCR 12065-12075 | Teacher aides for Special Teacher Employment Programs |
| Ed. Code 44833 | Postsecondary students as nonteaching aides |
| Ed. Code 44835 | Duties of nonteaching work study aides |
| Ed. Code 45330 | Paraprofessionals |
| Ed. Code 45340-45349 | Instructional aides |
| Ed. Code 45350-45354 | Teacher assistants |
| Ed. Code 45360-45367 | Teacher aides |
| Ed. Code 54480-54486 | Special Teacher Employment Programs |

| Federal | Description |
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| 20 USC 6311 | State plan |
| 20 USC 6314 | Schoolwide programs |
| 20 USC 6315 | Targeted assistance schools |

| Management Resources | Description |
|---|---|
| Website | CSBA District and County Office of Education Legal Services |
| Website | Commission on Teacher Credentialing, Paraprofessional Teacher Training Program |
| Website | National Clearinghouse for Paraeducator Resources |
| Website | National Resource Center for Paraeducators |
| Website | California School Employees Association |
| Website | U.S. Department of Education |
| Website | CSBA |
| Website | California Department of Education |

**Cross References**

| Code | Description |
|---|---|
| 0440 | District Technology Plan |
| 0440 | District Technology Plan |
| 1240 | Volunteer Assistance |
| 1240 | Volunteer Assistance |
| 4112.2 | Certification |
| 4112.2 | Certification |
| 4112.21 | Interns |
| 4112.21 | Interns |
| 4112.22 | Staff Teaching English Learners |
| 4131 | Staff Development |
| 4212 | Appointment And Conditions Of Employment |
| 4215 | Evaluation/Supervision |
| 4231 | Staff Development |
| 5121 | Grades/Evaluation Of Student Achievement |
| 5121 | Grades/Evaluation Of Student Achievement |
| 5145.6 | Parent/Guardian Notifications |
| 5145.6-E(1) | Parent/Guardian Notifications |
| 5148.2 | Before/After School Programs |

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| 5148.2 | Before/After School Programs |
| 5148.3 | Preschool/Early Childhood Education |
| 5148.3 | Preschool/Early Childhood Education |
| 6000 | Concepts And Roles |
| 6142.7 | Physical Education And Activity |
| 6142.7 | Physical Education And Activity |
| 6142.91 | Reading/Language Arts Instruction |
| 6163.1 | Library Media Centers |
| 6171 | Title I Programs |
| 6171 | Title I Programs |