Maximizing the Impact of Para-Educators

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Role of Para-educators

http://www.districtadministration.com/article/pressure-paraeducators

Teacher Responsibilities

School-wide Expectations

Be Responsible
Be Respectful
Be Ready
Schedule

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
<th>Staff Providing Instruction</th>
<th>Location</th>
<th>Materials Location</th>
<th>Staff Assignments</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:15</td>
<td>Daily Journal</td>
<td>Mary, Susan, Janice, and Joyce</td>
<td>Student Desks</td>
<td>Student Desks</td>
<td>Mary &gt; Michael, Susan &gt; Janice &gt; Cindy, Mary = Adjunct Teacher</td>
</tr>
<tr>
<td>8:30</td>
<td>Reading Large Group Instruction</td>
<td>Joyce</td>
<td>Student Desk</td>
<td>Book Pile</td>
<td>Joyce = Prepare for Reading Groups, Susan = Adjunct Teacher in Area, Janice = Adjunct Teacher in Area, Cindy = Adjunct Teacher in Area, Mary = Adjunct Teacher in Area</td>
</tr>
<tr>
<td>8:30</td>
<td>Reading Small Group Instruction</td>
<td>All</td>
<td>Reading Tables</td>
<td>All the tables</td>
<td>Mary = Janie, Megon, Sadie, Brian, Carron, Susan = Mike, Mary, Katie, Rebecca, Brent, Janice = Sargh, Aile, Molly, Danny, Joyce = Mary, Paul, Cara</td>
</tr>
<tr>
<td>9:00</td>
<td>Brain Break</td>
<td>Joyce</td>
<td>Student Desk</td>
<td>Smart Board (St.uffle)</td>
<td>Youtube</td>
</tr>
</tbody>
</table>

Organization

Rules and Routines

Building Level Procedures
Student at a Glance

CEC in cooperation with the National Resource Center for Para-educators identified 10 Areas of Competencies that those serving students with exceptionality should possess. Each area is divided into Knowledge and Skills.
Foundations

- Knowledge
- Skills

Development and Characteristics of Learners

- Knowledge
Individual Learning Differences

- Knowledge
- Skills

Instructional Strategies

- Knowledge
- Skill
Learning Environment/Social Interactions

- Knowledge
- Skills

Language

- Knowledge
- Skill
Instructional Planning

- Knowledge
- Skill

Assessment

- Knowledge
- Skill
Professional and Ethical Practice

- Knowledge
- Skills

Collaboration

- Knowledge
- Skill
Collaboration

So, those are the competencies…

- Lets get down to it, *instruction* is complex.
Cautionary Tale

• What is the appropriate level of support for the student’s level of skill and behavior development?
• Do we understand the prompting hierarchy?
• Why should we be concerned?

Strategies To Developing Great Paras

• Develop Content Area Specialist
• Provide a feedback system, make it a two way street!
• Provide hands on training, especially in the area of behavior.
Strategies

• What strategies do you teach the use of in:

  Behavior

  Academics

  Organization

Behavior

• Structure
• Pre-teach
• Prepare for transitions
• Establish routines
• Model desired behavior
• Use visual cues
Academics

- Preferential seating
- Break tasks down
- I do, we do, you do
- Alternate preferred and non-preferred tasks (Premack Principle states that more probable behaviors will reinforce less probable behaviors)


Organization

- Routines are established, taught and reinforced.
- Visual Supports are provided throughout the day.
- Planners or Agendas are utilized (perhaps modified)
- Structure has been added to desks, cubbies or lockers.
The key to maximizing para-educator impact

- Is to work as a team. It is critical to remember that every team needs a leader, and that you are that leader.

Team Building

- Prepare a lunch for your team
- Provide break snacks once a week
- Start a book club
- Sponsor brown bag rounds
- Offer opportunities for them to learn new skills by shadowing someone who has them!
- Never expect them to do anything that you have not done.
Finally

• Relate to one another
• Enjoy each other
• Invest in each other
• Laugh

Resources

• Ideas for Organization

• Para.unl.edu This is a great resource that includes Introduction to Special Education.

• At a parapro training, try playing Special Education Jeopardy
  https://jeopardylabs.com/play/special-education-jeopardy48

• Autism Internet Modules at
  http://www.autisminternetmodules.org

• Instructional Strategies Online (Saskatoon Public Schools)
  has a great section on Explicit Instruction