Paraprofessionalstraining, appreciating, and retaining

Ginette Auton Heather Kilburn-Lyons

Introductions



What do you hope to gain from today's presentation?

Training Paraprofessionals

Ways to get to know them:

*Learn who they are away from school. Family, Hobbies, and so on.

- Professional Interest Survey
- Personal Interest Inventory
- Inquire about what they did or are going to do on a weekend or break.
- Back to School BBQ, Christmas Party & End of Year Celebration
 - Families Included
 - Personal time-no shop talk

My Favorite Things

Name:	birthday:
Restaurants;	
FAST Food:	
Places to Shop:	
Meal:	
Gift Cardo(Amazon, Movie Theater, Knowledge Bound etc	.):
Color:	
Hobbies:	
Drink (School consumable):	
Candy	
Fruit:	
Baked Good(Domut, Bread, Pie, Gookie etc.):	
salty snacks (Chips, Crackers, Popoern etc.):	
Coffee or Tea type:	

Please return this form to Ginette Auton's mail box
Thanks!



Paraprofessional Preference Profile High School	Please choose all the classes you might like to attend: * Earth Space Science Biology Chemistry World Geography World History	Please check all the health care boxes that you feel comfortable doing: * Assisting in the bathroom Changing diapers Tube feeding Catheter feeding by mouth
heather.lyons@weldre4.org Switch account Your email will be recorded when you submit this form * Required Name *	United States History Government English Algebra Geomerty Algebra 2	Do you have a current CPI card? * Yes No
Your answer Please choose all the classes you might like to attend: *	Business Classes Agriculture Classes Family and Consumer Sciences Art	Do you have a current CPR card? * Yes No
Earth Space Science Biology Chemistry World Geography	Welding Music Drama Foreign language	What is your favorite drink? Your answer



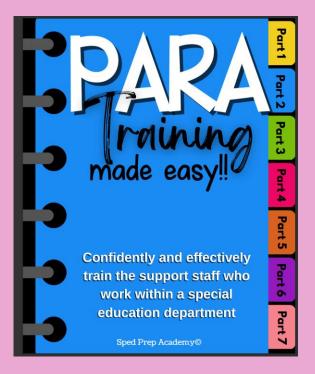
What is your favorite treat? Your answer	Summarize the dress code policy in your own words Your answer	List your weakness Your answer	
What is your favorite candy? Your answer	Summarize the cell phone policy in your own words Your answer	Summarize your expectations of your supervising teachers Your answer	
What is your favorite snack? Your answer	Summarize the attendance policy in your own words Your answer	List any qualities you would like to share with me *	
My birthday is Your answer	Summarize the confidentiality policy in your own words Your answer	Your answer Any questions?	
My cell phone number is Your answer	List your strengths Your answer		ear form
		Never submit passwords through Google Forms.	

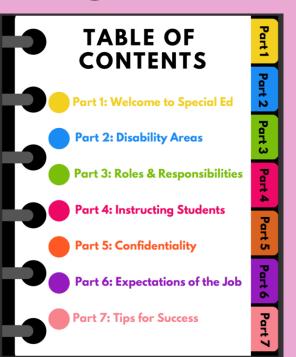
Paraprofessional Training

Paraprofessional Handbook

- Welcome
- Disability Areas
- Roles and Responsibility
- Instructing Students
- Confidentiality
- Expectations of the Job
- Evaluating
- Tips for Success
- Para-Mentor
- Trainings in programs or curriculum they are to be using or supporting
- Behavior and health training and support

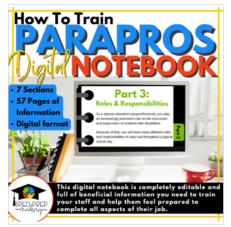
Paraprofessional Training





Paraprofessional Training

Training Your Paraprofessionals-Digital Handbook



GRADE LEVELS

Staff

SUBJECTS

Special Education, Classroom Management, Professional Development

RESOURCE TYPE

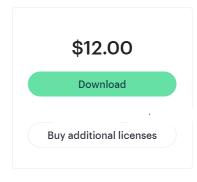
Teacher Manuals, Classroom Forms, Professional Development

FORMATS INCLUDED

✓ PDF

PAGES

60 pages



Share this resource







Report this resource to TPT











Appreciating Paraprofessionals

Ways to Appreciate

- Bring In treats
- Celebrate Birthdays & Special Days
 - Even if it is over break or on the weekend, text, call, or reach out somehow to let them know you are thinking about them.
- Thank you notes and positive comments about a job well done!
- Little gift cards for above and beyond.
- Simple random acts of kindness.
- Ensure they are getting paid for the 'time they donate.'
- Laugh, cry and debrief together.

Ways to Appreciate



Ways to Appreciate

- Advocate for them with administration, students, and families.
- Encourage students to thank the Paraprofessionals for their help.
- Ask for their feedback and LISTEN to it!
- Include them in the decision-making process when possible.
- Check in with them to make sure they don't need anything.
- Do not ask them to do something you are not willing to do yourself.
- Provide constructive feedback on how they are doing.
- Honor them for the valued member of the team that they are!

Retaining Paraprofessionals

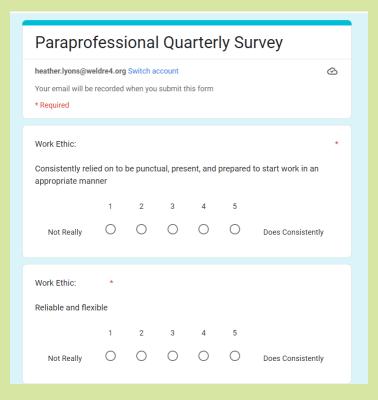
Retain

- Advocate for them with administration.
 - Make sure they are taken care of for their time worked.
 - Missed lunches, time volunteered, in early, stayed late.
 - Paid comp time, leave early or come in late to compensate.
 - Don't let them be the dumping ground for extra duties and responsibilities.
- Advocate for them to be trained, just like teachers are.
 - Ensure initial training on Special Education is done BEFORE they start.
 - Offer training and room to grow in areas they find interesting or are struggling with.
 - Train them on new students and/or curriculum before they are expected to use it and not after the fact.

Retain

- Give honest, constructive feedback and be willing to take honest, constructive criticism.
 - Explain to them the 'Why' of things, not just expect them to do it.
- Continually search for ways to make sure they know how valuable they are and how important they are to you and your students.
- Para-specific Professional Development
- Set them up for success, plan for the day, expectations
- Encourage Adult Brain Breaks

	Areas for Improvement	Proficient/Meets Expectations	Evidence of Exceeding Expectations
Work Ethic		Consistently relied on to be punctual, present, and prepared to start work in an appropriate manner. Reliable and Rossilo et Cleanliness, personal trygiene, etc. Promotes understanding and positive attitude toward district (communicating, helpfuhress, conflict management, cooperation, etc.) Produces high quality work with the maintaining professionalism, conflictediality, a growth mindset, and atteribress toward resources utilization.	
Student Interactions		Interactions, both between the Para and the students, and among students, reflect general warmth and caring, and are polities and respectful of the cultural and developmental differences among groups of Communication and feedback is timely and constructive	
Instruction		Consistently varies instructional techniques to accommodate the variety of student learning styles instructional delivery is differentiated for students. Demonstrates the ability to assist in a variety of content instruction and with instructional technology.	
Behavior Maragement		Demonstrates knowledge of strategies that reinforce positive student behavior, using a student's or a class's behavior support plan Implements behavior plans appropriately and consistently Response to student misbehavior is appropriate and respectful to students Effectively apples and uses restraint training	
Relationships w/ colleagues		Professional relationships with colleagues are characterized by mutual support positive remainstration, and cooperation to metil the needs of the communication, and cooperation to metil the needs of the control	
Safety & Care		Prioritizes well under unscheduled workloads, incidents, or emergency situations Demonstrates confidence in ability to perform First Ast, CPR Performs duties related to personal care plans efficiently and effectively, including proactive and timely communication and feedback to involved stakeholders	

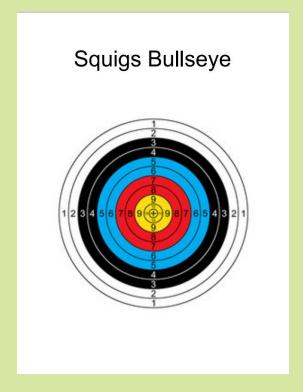


Student Interactions: *					Instruction: *								
reflect general warm	Interactions, both between the Para and the students, and among students, reflect general warmth and caring, and are polite and respectful of the cultural and developmental differences among groups of students				Instructional delivery is differentiated for students								
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Not Really (O	O	0	0	O	Does Consistently							
							Instruction:						*
Student Interactions	s:				*								
Communication and	Communication and feedback is timely and constructive				Demonstrates the ability to assist in a variety of content instruction and with instructional technology								
	1	2	3	4	5			1	2	3	4	5	
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Not Really	0	0	0	0	0	Does Consistently	Not Really	0	O	0	0	O	Does Consistently
Instruction:						*	Behavior Manag	jement:					*
Consistently varies instructional techniques to accommodate the variety of student learning styles				Demonstrates k using a student's			•			ve student behavior,			
	1	2	3	4	5			1	2	3	4	5	
Not Really (0	0	0	0	0	Does Consistently	Not Really	0	0	0	0	0	Does Consistently

Behavior Management: *									
Implements beh	avior pla	ns appro	priately a	and cons	istently				
	1	2	3	4	5				
Not Really	0	0	0	0	0	Does Consistently			
Behavior Manag	jement:					*			
Response to stu	ıdent mis	behavior	is appro	priate ar	nd respec	tful to students			
	1	2	3	4	5				
Not Really	0	0				Does Consistently			
Relationships w	ith Collea	igues:				*			
			_			d by mutual support, s of the students			
	1	2	3	4	5				
Not Really	0	0	0	0	0	Does Consistently			

Upholds high le	vels of et	nics and	confiden	tiality				
	1	2	3	4	5			
Not Really	0	0	0	0	0	Does Consistently		
Safety and Care	:					*		
Prioritizes well u	under uns	chedule	d worklo	ads, incid	dents, or e	emergency situations		
	1	2	3	4	5			
Not Really	0	0	0	0	0	Does Consistently		
Positive Comments:								
Your answer								
Concerns:								
Your answer								
Submit						Clear form		

Adult Brain Break



Questions?



Suggestions?

