

# Paraprofessional Hiring Requirements

Transcript, Identification of Speakers, and Description of Visuals

*Sound: Music*

*Visuals: A cartoon woman appears. Cartoon visuals continue throughout.*

Narrator: Like anyone in a healthy school community, paraprofessionals like Heidi play an important part in educating kids.

*Visual: Heidi in classroom with teacher and students*

Narrator: In some cases, we've even seen that an experienced paraprofessional can be the one who helps a less-experienced teacher start to get their footing in the classroom. Maybe that's part of why the requirement for paraprofessionals in Title I schools to be highly qualified is one of the few things that didn't get revised in the 2015 rewrite to federal education law.

*Visual: Document with ESSA printed on it appears and then disappears*

*Visual: Heidi by herself*

Narrator: Since Heidi teaches in a program supported with Title I funds, she and her district have to keep documentation of how and when she met those requirements.

*Visual: Heidi looks concerned*

Narrator: You don't need to be worried, Heidi. The requirements are not very scary. And if you ever move to another district, you won't need to pass another assessment.

*Visual: Heidi smiles.*

Narrator: You'll just take the documentation with you.

*Visual: Cartoon science classroom with male teacher*

Narrator: We've heard from at least one Wisconsin district that some paraprofessionals have found that going through an assessment is empowering. Hearing that they were officially great at their jobs was eye-opening. Now they have a whole new concept of how far they can go in their educational careers. Not all paraprofessionals need to go through an assessment.

*Visual: Flow chart with captions popping up as they are mentioned by narrator*

If you have an associate degree or two years of postsecondary education, you've already met the requirements. If not, that's okay. If you were hired before July 1st, 2017, your certification that



you met the requirements under the old education law is all you need. If you never got that documentation, you can pass two of three possible criteria managed by your district – an interview, performance observation, or a test.

If you were hired on or after July 1st, 2017, there's the possibility of four different assessment routes.

*Visual: Four different assessment routes shown are WorkKeys ACT & Level, Parapro-Assessment ETS, ParaEducator Master Teacher, Authentic Portfolio. The first three disappear while "Authentic Portfolio" remains on-screen briefly.*

Narrator: The newest one is portfolio-based, added in 2018. Heidi will submit to her district evidence of what she does at work.

*Visual: Heidi on screen with cartoon documents*

*Visual: Female administrator appears with Heidi*

Narrator: Someone in the district will then evaluate the portfolio using standards written at the state level based on the federal requirements. Or, if she'd rather, Heidi could take one of three possible tests.

*Visual: Titles of tests shown are WorkKeys ACT & Level, Parapro-Assessment ETS, ParaEducator Master Teacher*

Narrator: We're working to make sure enough locations are available to take these assessments to fill the need.

*Visual: People sitting at desks with Heidi and another man standing nearby.*

Narrator: You can let us know your need by taking our survey. You'll find more about the requirements, the options for assessment, and where to take the tests at our paraprofessionals hiring requirements web page.

*Visual: Web page shown is [dpi.wi.gov/title-ii/paraprofessionals-hiring-requirements](http://dpi.wi.gov/title-ii/paraprofessionals-hiring-requirements)*

*Visual: Heidi assisting student at desk*

Narrator: Our thanks to Heidi and other paraprofessionals for helping students succeed every day.

*Sound: Music*

*Visual: Wisconsin Department of Public Instruction logo*