

Personnel Management and Services
Magaly C. Abrahante, Chief Personnel Officer

SUBJECT: REQUEST FOR APPROVAL OF AND AUTHORIZATION TO IMPLEMENT THE MIAMI-DADE COUNTY PUBLIC SCHOOLS PARAPROFESSIONAL EDUCATION PROGRAM

COMMITTEE: PERSONNEL SERVICES, MEDIA COMMUNICATION AND MARKETING

Pursuant to requirements in Section 1119, H.R. 1/P.L. 107-110, also referred to as the "No Child Left Behind Act of 2001," paraprofessional personnel hired after January 8, 2002 must have completed at least two years of study at an institution of higher education or possess an Associate's (or higher) degree. Paraprofessional personnel hired prior to January 8, 2002 must meet educational requirements through one of three mechanisms:

1. Completed at least two years of study at an institution of higher education;
2. Obtained an Associate's (or higher) degree; or
3. Met a rigorous standard of quality and can demonstrate through a formal State or local academic assessment:
 - a. Knowledge of, and the ability to assist in instructing, reading, writing, and mathematics; or
 - b. Knowledge of, and the ability to assist in instructing, reading readiness, writing readiness, and mathematics readiness, as appropriate.

Miami-Dade County Public Schools (M-DCPS), in collaboration with the United Teachers of Dade (UTD) has developed a local assessment program that is consistent with the above-referenced statutory requirements. M-DCPS Title I Administration has reviewed the program and determined that the program is in compliance with the requirements of Section 1119, H.R. 1/P.L. 107-110.

The Paraprofessional Education Program:

1. includes methods for identifying each applicant's entry-level competencies and educational status;
2. provides each participant with an individualized program plan designed to address their specific educational and/or professional training needs;
3. requires participants to complete all program activities prior to January 8, 2006;

4. provides opportunities to engage in job-embedded staff development activities, including the completion of portfolio components;
5. includes mechanisms through which selected paraprofessional personnel may access college and/or university coursework leading to an Associate of Arts degree, as well as potential career ladder programs leading to a Bachelor's degree and educator certification; and
6. includes mechanisms for recognizing college and/or university coursework, specific inservice training programs, and other professional education programs previously completed by individual participants.

The office of Human Resources and Staff Development will coordinate all program activities. The offices of Instructional and Non-Instructional Staff Development and Non-Instructional Staffing will have primary responsibility for applicant processing and program management. The Miami-Dade/Monroe Teacher Education Center will facilitate the delivery of inservice training components to program participants. The office of Education, including Title I Administration, will assist with the provision of content area support for program participants.

Pending approval by the Board, the Paraprofessional Education Program will be implemented beginning in January 2003 through January 2006. The annual cost of implementing the Paraprofessional Education Program is estimated to be approximately \$250,000. Funding for this program is included in the Title II, Part A, Improving Teacher Quality Program 2002-2003 budget. Funding for continued implementation through January 2006 will be included in future Title II, Part A, Improving Teacher Quality Program annual budgets.

RECOMMENDED: That The School Board of Miami-Dade County, Florida:

1. approve the M-DCPS Paraprofessional Education Program; and
2. authorize implementation of the Paraprofessional Education Program beginning in January 2003.

The appropriation for this item is included in the Title II, Part A, Improving Teacher Quality Program 2002-2003 budget.

MCA/gpq