

Harney County School District 3

Code: **GDA**
Adopted: 11/09/04
Revised/Readopted: 4/09/13; 10/09/18
Orig. Code: GDA

Paraprofessionals

Paraprofessionals shall be hired by the superintendent.

All instructional assistants must:

1. Have a high school diploma or the equivalent;
2. Be at least 18 years of age or older; and
3. Have standards of moral character as required of teachers.

In addition to the above, instructional assistants providing translation services must have demonstrated proficiency and fluency, knowledge of and ability to provide accurate translations from a language other than English into English and from English into another language.

In addition, paraprofessionals must have:

1. Completed at least two years of study at an institution of higher education; or
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 or para-professional certificate program, knowledge of and the ability to assist in instructing, as appropriate, reading/language arts, writing and mathematics or reading readiness, writing readiness and mathematics readiness.

The district will require individuals newly hired as paraprofessionals who have met another district's academic assessment to meet the district's academic assessment standards.

The general responsibilities of a paraprofessional shall be outlined in a job description. The major responsibility shall be to assist the classroom teacher, specialist or supervisor with instruction. The paraprofessionals shall be under the supervision of the appropriately licensed classroom teachers, specialist or supervisor. Other supporting tasks may include, but are not limited to: clerical support, student control, personal care, translation or parent and family involvement activities and media center or computer laboratory support.

Paraprofessionals shall not be used by the district or teacher as substitute teachers. The responsibility for classroom supervision remains with the teacher at all times.

END OF POLICY

Legal Reference(s):

[ORS 332.107](#)

[ORS 342.120](#)

[OAR 581-037-0005 to -0025](#)

[ORS 332.505](#)

[OAR 581-022-2400\(2\)](#)

[OAR 584-005-0005\(27\),\(41\)](#)

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. § 4212 (2012).
Title II of the Genetic Information Nondiscrimination Act of 2008.
Section 503 of the Rehabilitation Act of 1973.