

**Policy 4222: ~~Teacher Aides/~~Instructional Assistants/Paraprofessionals-NEW TO RCSD**

The Governing Board recognizes that instructional assistants and paraprofessionals support student learning by providing valuable assistance to teachers and other certificated personnel and enabling greater individualized instruction and supervision of students. Such employees may perform instructional and/or administrative tasks in accordance with law, Board policy and administrative regulation.

The Superintendent or designee shall ensure that instructional assistants and paraprofessionals possess the qualifications required by law for their positions.

Instructional Assistants and paraprofessionals shall be under the immediate supervision and direction of certificated personnel.

In determining the assignment of instructional assistants and paraprofessionals, the Superintendent or designee shall consider the greatest benefit to students based on such factors as class size, grade levels, student needs, subject matter and teacher workload.

Each instructional assistant and paraprofessional shall be provided with a clear definition of their his/her roles and responsibilities.

The Superintendent or designee shall ensure that all instructional assistants and paraprofessionals receive ongoing support and regular performance assessments. Teachers shall receive training in how to collaborate effectively with an assistant and are expected to assign duties consistent with written job descriptions for instructional assistants and paraprofessionals.

The Governing Board encourages qualified instructional assistants and paraprofessionals to pursue opportunities that lead to attainment of a teaching credential and enable them to increase their skills and experience in the classroom.