

INNOVATIVE TEACHER PIPELINE DEVELOPMENT PROJECTS

PARAPROS-TO-TEACHERS

BERRIEN COUNTY SCHOOLS AND THOMAS UNIVERSITY

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WHY INVEST IN PARAPROFESSIONALS?

Wealth of on-the-job experience

Understand the roles and responsibilities of classroom teachers

Strong management skills

Majority are minorities

Retention higher than other teachers

Commitment to their community



Paraprofessionals-to-Teachers

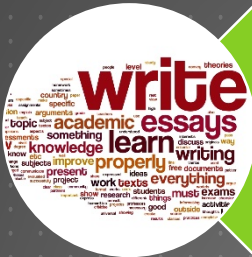


BARRIERS



Institutional

- Physical Layout and Customer Disservice
- Cost



Academic

- Admission Standards
- Writing Proficiency
- Traditional Format



Life-Contextual

- Time Management Work-School-Family
- Primary Financial Provider

SOLUTIONS

PARTNERSHIPS BASED ON TRUST, MUTUALITY, AND RECIPROCITY

Institutional

- University “Moves” to District
- District Commitment to Program
- Concierge Service

Academic

- Work-Life Experience Credits
- Saturday Program
 - Cohort
 - Meets Every-Other-Week Face-to-Face
 - Meets At School In District
 - Fewer Classes At A Time (8 and 16 Week Courses)

Life- Contextual

- District Support Provided To Paraprofessional
- Transforming Lives Is Our Goal



Paraprofessionals-to-
Teachers



THE GRITS AND GLITTER COHORT



Paraprofessionals-to-Teachers

