

PARTNERSHIP SUCCESS STORIES: RECRUITMENT

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This Powerpoint can be located at:

<https://www.gapsc.com/Commission/Media/DocsPresentations.aspx>

#GaParaprofessional-to-Teacher



WHY INVEST IN PARAPROFESSIONALS?

Wealth of on-the-job experience

Understands the roles and responsibilities of classroom teachers

Commitment to local community

High employment retention rates

Strong classroom management skills

Large population of minority candidates

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Solutions to Barriers that Prevent Paraprofessionals from Achieving Certification and a Bachelor's Degree

Barriers	Thomas University	Berrien County Schools
Institutional <ul style="list-style-type: none"> • Navigating university campus • University customer disservice • Cost 	<ul style="list-style-type: none"> • Held informational meetings at district. • Financial aid, business office traveled to district. • Division advisors traveled to district. • Provided ongoing guidance to navigate admissions process. • Provided scholarships. 	<ul style="list-style-type: none"> • Provided meeting space at no charge. • Opened program to surrounding districts.
Academic <ul style="list-style-type: none"> • Admission Standards • Writing Proficiency • Traditional Format 	<ul style="list-style-type: none"> • Awarded work-life course credit. • Created a more adult-friendly model with 8-week courses. • Created hybrid, Saturday class schedule. • Provided GACE Program Admissions remediation. • Provided writing support. • Provided cohort model. 	<ul style="list-style-type: none"> • Provided laptops for schoolwork. • Provided other materials, as needed. • Adjusted position to ensure all required field placements were met. • Supported completion of applied course assignments while on the job. • Allowed paraprofessional to leave job for several hours to fulfill a requirement. • Provided transportation to other schools for field placements (pick up, drop off).
Life/Contextual <ul style="list-style-type: none"> • Time Management: Work-School-Family • Primary Financial Provider 	<ul style="list-style-type: none"> • Provided constant positive feedback. • Celebrated successes. • Provided emotional support. • Provided free counselling services. • Provided scholarships and enlisted donors to assist with expenses (testing, books, tuition). • Built a family atmosphere. 	<ul style="list-style-type: none"> • Ensured paraprofessional full job compensation throughout program. • Limited extra duties. • Provided encouragement.



DATA COLLECTION

▶ Graduation Data

- ▶ 25 Paraprofessionals (AY 2014 -2019 Elementary Education, Middle Grades Mathematics and Science, and Secondary Mathematics)
- ▶ 100% pass rate on state certification exams (GACE and edTPA)

▶ Employment Data

- ▶ 100% employment data
- ▶ 100% Title I school
- ▶ 100% retention rate in Georgia schools
 - ▶ 96% in South Georgia (one Cobb County)

▶ Economic Impact

- ▶ District – Lower teacher turnover, staffing from within
- ▶ Paraprofessional - Earning power doubled (tripled in some cases)

