BUILDING A STRONG TEAM AS A PARAPROFESSIONAL
* QUESTION *

HOW MANY OF YOU HAVE BEEN A PARAPROFESSIONAL PREVIOUS TO NOW?

& HOW MANY OF YOU ARE CONSIDERING THIS FOR THE FIRST TIME?
THIS INFORMATION IS FOR EVERYONE & CAN BE MODIFIED TO FIT ANY AGE GROUP!!
WHAT IS A PARAPROFESSIONAL??
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1. DICTIONARY DEFINITION
2. WHAT PEOPLE THINK A PARAPROFESSIONAL IS
3. WHAT A PARAPROFESSIONAL REALLY IS & DOES
1. DICTIONARY DEFINITION

A TRAINED AIDE WHO ASSISTS A PROFESSIONAL PERSON (SUCH AS A TEACHER OR DOCTOR) & DOES NOT HAVE A PROFESSIONAL LICENSE.
2. What people think a paraprofessional is

Usually people think a paraprofessional at school is someone who spends their time running errands for teachers (teachers aide or assistant).
Mission: All students will graduate prepared and ready for college or career.

3. WHAT A PARAPROFESSIONAL REALLY IS & DOES

- Assist with therapist strategies
- Creative
- Communication
- Take notes
- Remedial help
- Patient
- Report to parents
- IEP’s
- Read books
- Open minded
- Filing

- Assist in hall
- Grading
- Homework help
- ARD meetings
- Data collection
- Adapt instruction
- Helpful
- Promote independence
- Friendly
- Transfers
- Administer tests
- Reinforce behavior
- Caring
- Small group
- Repeat instruction

- Assisting with

- Patient
- Caring
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I remind myself that “The things I do for these kids on a daily basis are important and valuable.”

“I can still make a difference in a child’s life and potentially teach them things that they will continue to use in the future.”
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THE TEAM

- Self Preparation
- Relationships with Teachers
- Relationships with Students
- Relationships with Parents and other staff such as coaches, music/art teachers, nurses, occupational therapists, office staff and Principals.
SELF PREPARATION

“The start of any relationship, not matter who it’s with, begins with ourselves.”
A positive attitude

Your maturity level

First impressions

Confidence

Be approachable

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“RELATIONSHIPS ARE SUCH AN INTEGRAL PART OF SUCCESS BUT PEOPLE DON'T SEEM TO WANT TO PUT IN THE WORK”

“WE NEED TO BE WILLING TO ACCEPT PEOPLE THE WAY THEY ARE.”

— Deborah Shane
Mission: All students will graduate prepared and ready for college or career.

- Consistent
- Diligent
- Patient
- Flexible
- Adaptable
- Reliable
- Resourceful
- Supportive
- Approachable
9 Habits of People Who Build Strong Relationships

Jeff Haden
1. Take the hit
2. Step in without being asked
3. Answer the question that is not asked
4. Know when to dial it back
5. Prove you think of others
6. Realize mistakes
7. Give consistently, receive occasionally
8. Value the message by valuing the messenger
9. Start small and happy to stay small
RELATIONSHIPS WITH TEACHERS
Relationships with Teachers

- Know your role
- Take initiative
- Positive attitude
- Get to know each other
- Be aware of routines and expectations
- Ask what they would like
- Open communication

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“If you find that you are having a difficult time adjusting to your new teacher, or new school (and especially if you discover at lunch that others are as well) talk to your teacher or your supervisor. Be honest and kindly share your concerns. Find out what changes could be made to improve your relationship with your teacher and success in your job. Often you’ll find that the teacher is overwhelmed with her caseload and struggling as well. If you work together, you’ll both enjoy coming to work.”
RELATIONSHIPS WITH STUDENTS
• Introduction - be calm and inviting
• Take it slow - get to know
• Let them perform
• Seat goals and standards
• Remember what’s convenient
• Do not compare

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LEARNING STYLES

AUDITORY

VISUAL

OR

TACTILE
Be mindful of time & subject switches
Make sure student is receiving instruction from the teacher first
Reassure student of progress and be encouraging
Interact with students out of school
“There is always danger of too much support, or being too close. Your physical presence can enable codependency and over dependence. It is often a careful balancing act between what may be required and a chance to let the student learn something for themselves.”
RELATIONSHIPS WITH PARENTS AND OTHER STAFF
What you say, is as important as how you say it and to whom you say it to.
PARENTS VALUE THE COMMUNICATION BRIDGE THAT PARAEducATORS PROVIDE

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Remember:

- They know their child best
- Take initiative
- Talk about what the child needs
- Ask questions
- Be honest
- Give small updates
- Let them know they can stay connected
- Thank them
Coaches & Adaptive Physical Education Teachers

* let them know how the student is feeling
* keep track of mood
* enforced rules
* work on goals

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Music & Art Teachers

*Always mention mood
*Ask how student did
*Communication is key
NURSES

*INFORMATION & MEDICATION
*SPECIAL NEEDS
*QUESTIONS

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OT/PT
* Evaluation
* Ask questions
* They have resources
* Strategies and ideas
OFFICE STAFF

* The face of the school
* Materials, maps & schedules
* Leave & sick days
* Errands
Principals
*Top boss
*Issues / concerns
*She needs a strong team too

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Throughout this entire talk

*Communication
*Taking Initiative
*Positive Attitudes
Your job, no matter what, is to rise above any situation that is thrown your way. You are human, you will be more successful sometimes more than others. We communicate with those around us with our behavior. Our words, tone of voice, body language and actions let people know what we are thinking, feeling and needing. It’s essential to take time to evaluate yourself before working with others.
Reminders:

- Stay positive
- Stay open minded
  - Be patient
  - Be honest
- Stay calm
- Celebrate tiny victories
Know that there will be times when you don’t have all the answers AND THAT’S OKAY!!
Thank you!

Questions?

Contact info.

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