

## PARAPROFESSIONAL POLICY

In keeping with Federal laws, Entheos Academy requires all paraprofessionals who provide instructional support and work in programs funded by Title I, to have a high school diploma (or equivalent) and prove that they are “highly qualified.”

There are three ways that paraprofessionals may prove that they are highly qualified:

1. Obtain an associate’s (or higher) degree OR
2. Complete at least two years of study at an institute of higher education OR
3. Demonstrate, through a formal state or local academic assessment, knowledge of reading, writing, math, and the ability to assist in instructing these subjects. The ParaPro Assessment (Praxis) is the test that paraprofessionals will take to become highly qualified.

90% of all Paraprofessionals hired at an Entheos Academy school will need to be certified as Highly Qualified or working toward becoming Highly Qualified. Entheos will cover the cost for each paraprofessional one time for testing on the ParaPro Assessment (Praxis) and provide mentoring and coaching to all Paraprofessionals working toward being Highly Qualified. Those that are not Highly Qualified shall not provide instructional support and work in programs funded by Title I.