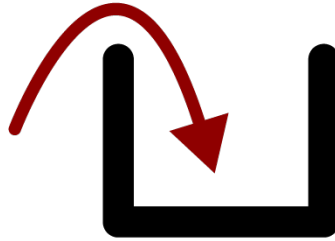


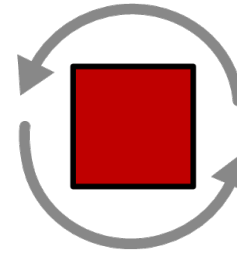
# Cultivating a Highly-trained Paraprofessional Staff: A Partnership Between Districts and Local Universities



Work



in



Progress



Carolyn Fink  
Aspiring Leaders in Special Education Capstone  
June, 2024

# Our Context

- 6 specialized classrooms town-wide serving K-12 students town-wide
- Serves students primarily on the autism spectrum
- Inclusion-focused, “Super-resource” model
- Opportunity for hybrid approach and transition to traditional resource



# Our Assets

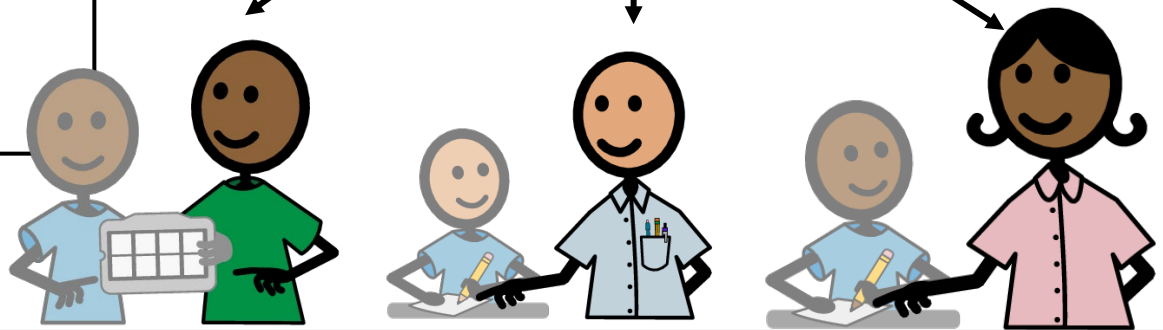
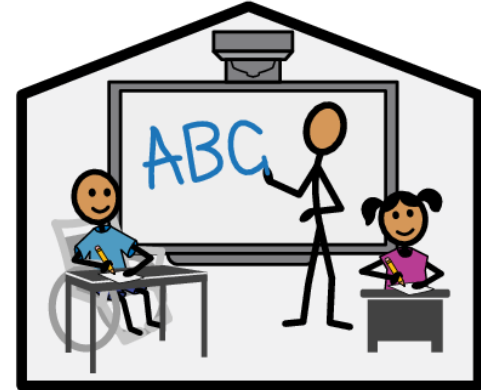
- Two certified BCBAs, 1 serving pre-k through 4, and one serving 5-12 for SLC students
- Partnership with CCSN: Additional BCBA consult to specialized programs (SEAD)
- One special education teacher who is also a BCBA



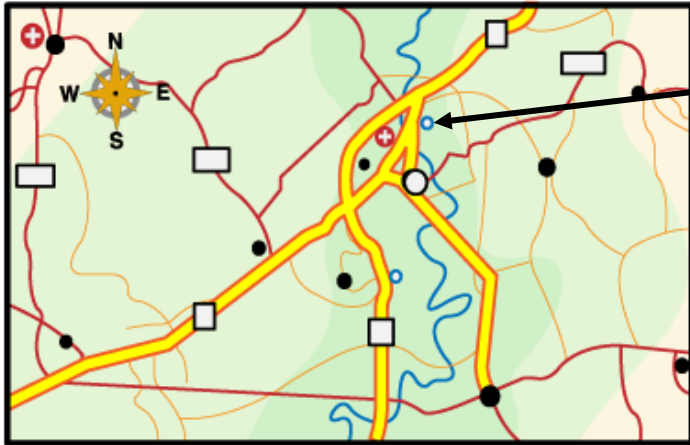
**CCSN**  
UNIQUE NEEDS. UNIQUE CARE

# Our Challenges

- Consistent staffing
- Finding qualified staff
- Retention of staff
- Time and capacity for training
- Retention of teachers due to many challenges
- Paras needed in every inclusion space



# Phase 1



Build a Relationship  
Assess Feasibility



UNIVERSITY OF  
SAINT JOSEPH  
CONNECTICUT



FARMINGTON  
PUBLIC SCHOOLS

Empowering Global Citizens

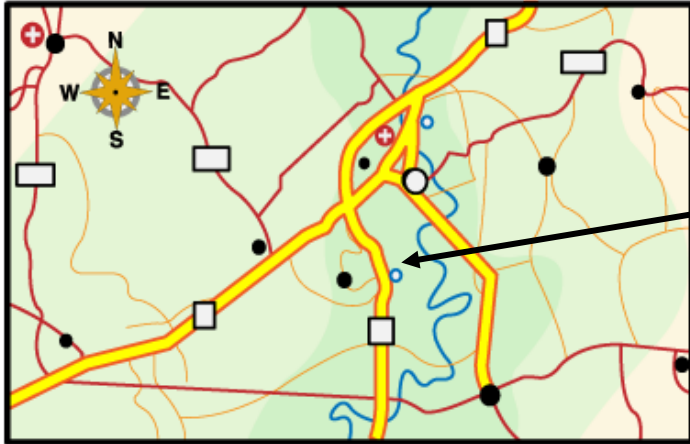
## Competencies:

1.0 Leading Self (1.1, 1.3, 1.4 and 1.5)

2.0 Implementation of Special Education Law, Policies, and Regulations (2.3, 2.4)

5.0 Leading Learning (5.3)

## Phase 2



Better Understand Supervision Requirements  
Assess Feasibility of Implementation

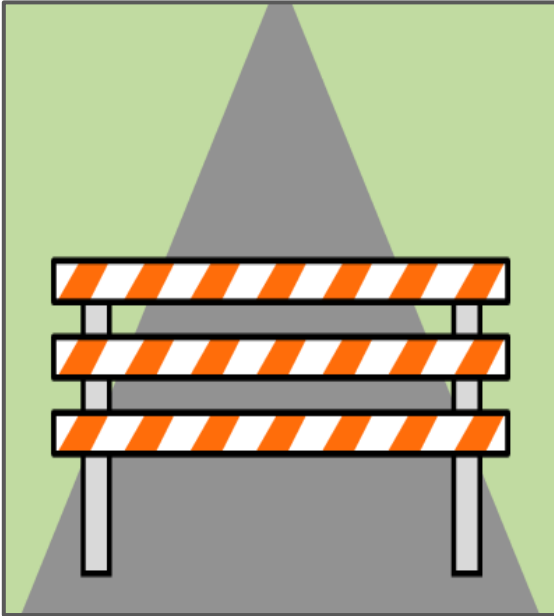


Competencies:

3.0 Managing Operations and Resources (3.2-3.5, 3.7, 3.8)

4.0 Leading with Others (4.1-4.5, 4.7)

# Pause in the Process



## What We Learned:

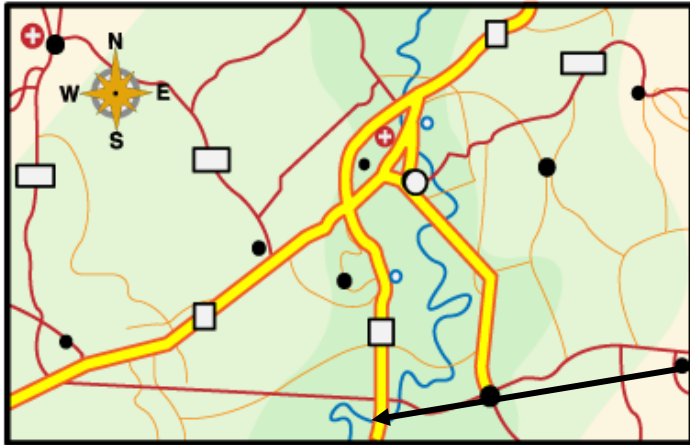
- BCBA candidates need a mix of restricted and unrestricted experiences equaling 2,000 hours, 5% of which must be supervised by a BCBA
- 50% of supervision must be individual, not group
- No more than 50% of hours can be restricted, which includes providing direct service to clients/students
- Proper supervision requires a curriculum

## Competencies:

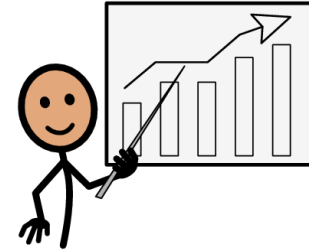
6.0 Leading Results (6.1-6.3)

7.0 Leading Change (7.1, 7.3-7.6)

# Phase 3



<b>BUDGET</b>	
	\$1,500
<i>Rent</i>	- \$550
<i>Utilities</i>	- \$200
<i>Car</i>	- \$200
<i>Extra \$</i>	- \$150
	\$400



Secure an additional BCBA in the 2025-2026 budget

Competencies:  
6.0 Leading Results (6.1-6.3)  
7.0 Leading Change (7.1, 7.3-7.6)