



African American Achievement Plan Evidence of Progress Monitoring

School District of Indian River County
#SDIRCStrongerTogether

Date: 11/11/2020

School/Department: Rosewood Elementary

**Action Step
(number and
description):** 4.31 Support Staff Transition to Teaching

**Evidence of Progress Monitoring
(Please include
narrative/description
of the action taken.
Where applicable,
please include all
measurable data.)** You will see the current information on our paraprofessional support staff and the steps taken so far from those interested to transition to teaching.

Results of Action Taken: Our team knows that we are encouraging them to continue their education and will support them in their efforts. We will continue to support the one paraprofessional who is in the process and provide her with experiences that will help to build her background for when she is ready to apply for teaching positions.

Reflection: We will continue to encourage all of our staff to see themselves as continuous learners. We will work to provide opportunities for support staff and teachers to get new experiences and try out new things that may entice them to move into new roles.



Action Step 4.31 – Support Staff Transition to Teaching

Updated as of 11-11-20

Our one paraprofessional applied to a classroom teaching position, however, she has decided she would like to wait a little longer for a position that she feels better suited for. We are encouraging her to observe and step in as a temporary sub in other classrooms so she can gain more experience and confidence and be prepared to apply to full time teaching positions in the near future.

We have a new assistance that joined our team in the last couple of weeks and we will begin to work with her as well to set some future goals and work towards possible teaching certification if there is an interest.

Update as of 10-19-20

Our one paraprofessional has her temporary certificate eligibility and we are encouraging her to apply for a second grade classroom position we have coming open.

Prior Evidence Submitted for this action step:

We currently have four paraprofessionals. One is working towards completing her teaching certification. One has resigned and we are working to fill the position. The other two have expressed that they have no interest in pursuing a teaching degree.

The one paraprofessional is working on her certification exams. She has recently passed the general knowledge math and reading sections, and the subject area of Exceptional Student Education. She is still working to complete her professional knowledge exam.

We will continue to encourage all of our staff to take on new learning and new experiences.