Employment Paraprofessional Qualifications

Definitions—

"Paraprofessional" or "paraeducator" means a school employee who performs a non-instructional or instructional supporting role under the direct supervision of a licensed educator or other licensed or certified professional.

Utah Admin. Rules R277-324-2(1) (April 7, 2026)

Appropriate Assignments or Duties for Paraprofessionals—

A paraprofessional may: 1. Upon completion of explicit training from appropriately licensed teachers or related service

providers, provide individual or small group instructional assistance or tutoring to students as designed by an appropriately licensed teacher or related service provider during times when students would not otherwise receive instruction from an appropriately licensed teacher or related service provider; 2. Assist with classroom organization and management, such as organizing instructional or

other materials; 3. Provide assistance with supplementary aids and services, program modifications, and

support, such as assistive technology devices and services; 4. Conduct parental involvement activities; 5. Provide support in library or media centers; or 6. Provide supervision for students in non-instructional settings.

A paraprofessional may not: 1. be responsible for selecting or administering formal diagnostic or psychological instruments

or for interpreting the results of those instruments if the paraprofessional's training, licensure, or other forms of certification do not align with the administration and interpretation requirements stated in an instrument's technical manual; 2. be responsible for selecting programming or prescribing educational activities or materials

for the students without the supervision and guidance of an appropriately licensed teacher or related service provider; 3. be solely responsible for designing lesson plans; 4. be assigned to implement elements of an IEP for a student with disabilities without direct

training, supervision, and involvement from an appropriately licensed teacher or related service provider; 5. be employed to fulfill the responsibilities that may only be provided by an appropriately

licensed and otherwise qualified teacher or related service provider; or 6. perform nursing procedures or administer medications without appropriate supervision and

training from an appropriately licensed health care professional. *Utah Admin. Rules R277-324-4(1), (2) (April 7, 2026)*

Supervision and Training of Paraprofessionals—

A licensed teacher shall: 1. prepare a lesson and plan the instruction support activities to be carried out by a

paraprofessional; 2. evaluate the achievement of the students with whom a paraprofessional works; and 3. provide the supervision and support to the paraprofessional that the teacher deems

appropriate for the paraprofessional to work effectively in the paraprofessional's role and responsibilities. *Utah Admin. Rules R277-324-4(3) (April 7, 2026)*

All paraprofessionals employed by the District shall complete appropriate training. Paraprofessionals who are acting in an instructional capacity shall complete appropriate training so as to be able to meet the Utah Standards for Instructional Paraeducators. Each paraprofessional who works with any student with a disability shall complete the training required by Section IX.E. of the Utah State Board of Education Special Education Rules. The District shall maintain documentation of completion of required paraprofessional training.

Utah Admin. Rules R277-324-4(4), (5) (April 7, 2026)

Utah Standards for Instructional Paraeducators Utah State Board of Education Special Education Rules

Requirements for Paraprofessionals in Title I Programs—

A paraprofessional who works in Title I schoolwide or targeted assistance programs supported by Title I funding must be a high school graduate or equivalent

and must meet one of the following requirements: 1. Complete at least two years, or a minimum of 48 semester hours, at an accredited higher

education institution; 2. Obtain an associate (or higher) degree from an accredited higher education institution; 3. Satisfy a rigorous state assessment, approved by the State Board of

Education or the Board of Education, that demonstrates: a. Knowledge of, and the ability to assist in instructing, reading, writing, and mathematics, or b. Knowledge of, and the ability to assist in instructing, reading readiness, writing readiness,

and mathematics readiness, as appropriate. A paraprofessional who works in Title I schoolwide and targeted assistance programs supported by Title I funding and who was hired after January 6, 2002, must be a high school graduate or equivalent and must meet at least one of the

following requirements: 1. Complete at least two years, or a minimum of 48 semester hours, at an accredited higher

education institution; 2. Obtain an associate (or higher) degree from an accredited higher education institution; or 3. Satisfy a rigorous Utah State Board of Education approved assessment that

demonstrates: a. Knowledge of, and the ability to assist in instructing, reading, writing, and mathematics; or b. Knowledge of, and the ability to assist in instructing, reading readiness, writing readiness,

and mathematics readiness, as appropriate. *Utah Admin. Rules R277-324-5(1) (April 7, 2026)*

The foregoing requirements do not apply to a paraprofessional with a high school diploma or equivalent who solely provides: 1. Support through translator services; 2. Support as a parent engagement liaison; or 3. Personal care for students with disabilities.

Utah Admin. Rules R277-324-6 (April 7, 2026)

Background Check—

Each paraprofessional shall pass a criminal background check as provided for under Policy DAC.

Utah Admin. Rules R277-324-5(2) (April 7, 2026)