

Paraprofessional Onboarding

September 20, 2022



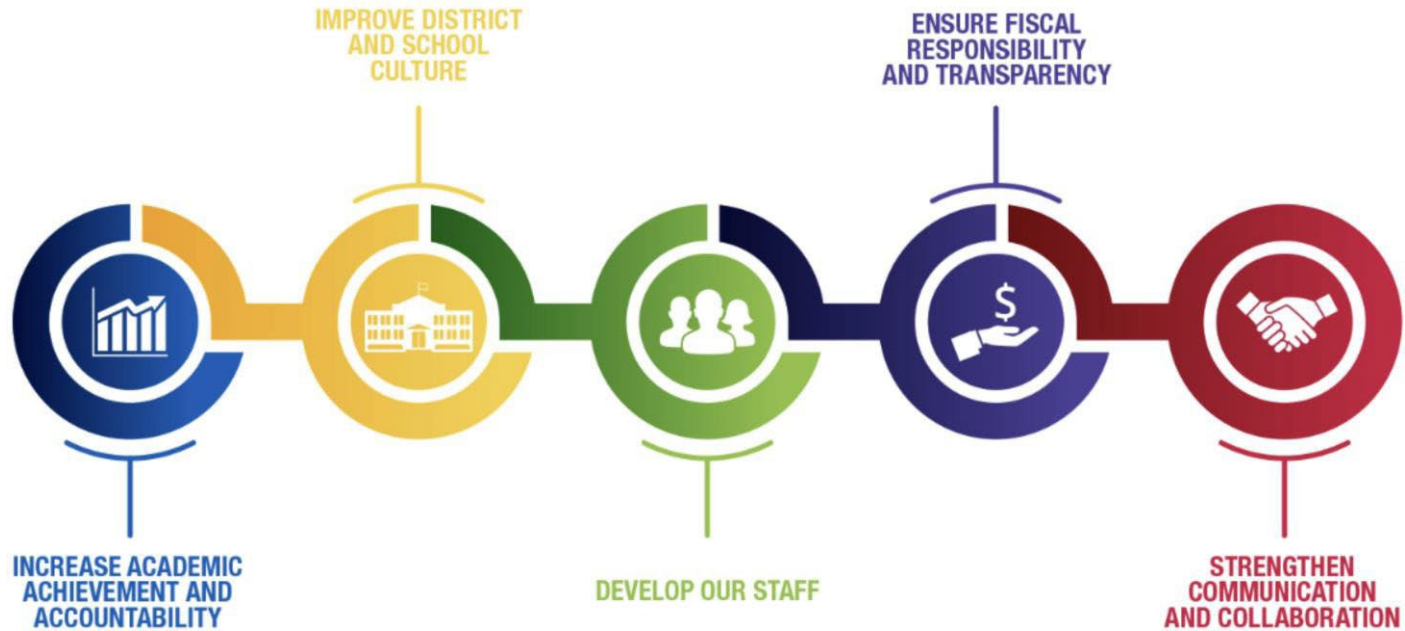
**MILWAUKEE
PUBLIC SCHOOLS**



Presenter/s: Lonnie J. Anderson, Sr. Director, Organizational Development & Supports

Dr. Keith P. Posley,
Superintendent

Five Priorities for Success



Paraprofessional Onboarding

- Onboarding of paraprofessionals is in line with Administrative Policy 6.01, which states that the board is committed to employing the most effective staff possible for all schools and departments and that the board endorses the development of specific factors and conditions that make schools and departments more effective.
- Onboarding is the process by which new employees acquire the skills, knowledge and behaviors to become effective contributors to an organization.
- Knowing that MPS paraprofessionals serve as assistants to teachers, we understand that paraprofessionals could benefit from many of the same training sessions that are offered to our teachers. We are proposing to utilize and reimagine the current NEI model, including newly hired paraprofessionals.

In meeting with Director Taylor, we spoke about our current New Educator Institute (NEI), which is a 5-day orientation for all newly hired teachers. We also spoke about the services that the Department of Organizational Development currently provides and continuing a partnership with Human Resources and Specialized Services to provide additional services for paraprofessionals in the future.

Proposed 3 – Day Onboarding

- Ambitious Instruction: Accelerating Learning Overview
- Courageous Conversations about Race Parts 1, 2, & 3
- Classroom Management
- Introduction to Special Education and Inclusive Practices
- Gender and Identity Inclusion
- Human Resources
- School Site visits



School-Based Onboarding (site visits) - In Person Only

School-Based Onboarding (site visits) - This experience allows new paraprofessionals the opportunity to connect with their assigned school.

- School initiatives
- School Tour
- Support Staff Introductions
- Resources & Logistical Support
- Buddy Staff/School-based support Introductions



Proposed Budget

- Average paraprofessionals salary W/ benefits \$25.64 per hour
- 3-day professional development @ 7.5 hours daily – A Total of 22.5 hours
- Total 3-day salary for each paraprofessional is \$576.90
- Estimated number of paraprofessionals 350 for a total cost of \$201,915 for the 3-day professional development



Implementation Plan 2022-23

Target Date Activity:

September 2022

Seek MPS board approval for 3-day onboarding institute to begin for all newly hired paraprofessionals prior to the 23-24 beginning second semester of the 2022-23 school year.

October/November 2022

Meet with the Finance department to determine potential centralized budgets to compensate paraprofessionals who attend paraprofessional institute for the second semester.

November/December 2022

Draft initial New Educator and Paraprofessional Institute agenda and seek initial approval from immediate supervisor and chief of academics.

October/November 2022

Convene a meeting for institute facilitator to discuss.

December 2022

Seek final approval for the institute agenda.



Thank you.

Presenter/s:

Lonnie J. Anderson, Sr. Director, Organizational Development & Support



Dr. Keith P. Posley, *Superintendent*

