

Hiring Requirements outlined in Every Student Succeeds Act (ESSA) of 2015

The reauthorization of the Elementary and Secondary Education Act (ESEA), also known as the Every Student Succeeds Act (ESSA) of 2015, changed requirements for paraprofessionals. As in the past, paraprofessionals working in Title I programs or in Title I schoolwide buildings still must hold a high school diploma. They must further demonstrate qualifications.

Section 1111 (g) (2) (J) of the Every Student Succeeds Act (ESSA) requires that the State educational agency will ensure that all paraprofessionals working in a program supported with funds under Title I, Part A meet applicable State certification requirements. Additionally, Section 1111 (g)(2)(M) requires that the State has Professional Standards in place for paraprofessionals, "including qualifications that were in place on the day before the date of enactment of the Every Student Succeeds Act."

Therefore, Local Education Agencies (LEAs) are required to have all instructional paraprofessionals in Title I schoolwide buildings and all instructional paraprofessionals who are funded by Title I and working in a Title I Targeted Assistance program meet hiring requirements. All paraprofessionals in Title I funded programs need to meet the following criteria prior to employment or placement in a Title I Schoolwide building.

Hiring Requirement Options:

- Have obtained an associate (or higher) degree, or
- Have at least two years of post-secondary education that is equivalent to at least 48 semester hours from an accredited higher education institution, or
- Have met a rigorous standard of quality and be able to demonstrate knowledge of and the ability to assist in instructing reading, writing, and mathematics (or, as appropriate, reading readiness, and mathematics readiness) by successfully completing the WorkKeys ACT assessment.

[Wisconsin Title 1 Paraprofessional Hiring Guide](#)