

Requirements for Paraeducators/ Instructional Assistants

Under the Every Student Succeeds Act (ESSA) paraprofessionals whose duties include instructional support, must meet one of the following:

- Two years of study at an institution of higher education. The institution must have met five criteria of the Higher Education Act, Section 101(a). All classes must be at level 100 or higher.
- Associate degree or higher. All associate degrees are acceptable.
- Obtain voluntary certification through the Board of Educational Examiners; or
- Meet a rigorous standard of quality and be able to demonstrate, through a formal state or local academic assessment, knowledge of and the ability to assist in instructing reading, writing, and mathematics (or, as appropriate, reading readiness, writing readiness, and mathematics readiness).

*No good faith extensions. **All paras must be qualified at the time of employment.**

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400 E. 14th Street | Des Moines, IA 50319-0146
Phone: 515-281-5294 | Fax: 515-242-5988

ACT WorkKeys® Assessment

ACT WorkKeys® is a job skills assessment system that helps employers select, hire, train, develop and retain a high-performance workforce. This series of tests measures foundational and soft skills and offers specialized assessments to target institutional needs.

Successful completion of ACT WorkKeys® assessments in Applied Mathematics, Locating Information and Reading for Information can lead to earning ACT's National Career Readiness Certificate (NCRC), a portable credential earned by more than 2.3 million people across the United States. If you are interested in taking the NCRC assessments, you may schedule a time at one of the Iowa*WORKS* Centers.

For more information, please contact Iowa Work Force Development at 712-233-9030. The calendar of testing times and locations is available on the *Skilled Iowa* website:

<https://www.iowaworkforcedevelopment.gov/assess-and-improve-my-skills>

2508 4th Street | Sioux City, IA 51101
Phone: 712-233-9030 | Fax: 712-277-8438
Email: Region12.Web@iwd.iowa.gov