

Community Paraprofessional Development Program



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The BPS Community Paraprofessional Development Program (CPDP) seeks to develop community members interested in working as K-5 classroom paraprofessionals in Boston Public Schools. CPDP supports the district's efforts to increase the diversity of the BPS workforce so that it reflects the racial, cultural, and linguistic diversity of the students we serve. This program is a partnership between multiple BPS offices and community-based organizations.

CPDP takes a comprehensive approach to supporting the development of Boston community members in the program. This approach consists of three (3) connected experiences that:

- (1) provide a "realistic job preview (Jablin & Putnam, 2000)" and exposure to content and key voices in the field of Education, in Boston and within BPS;
- (2) support hands-on, practical experience of the content and interactions within BPS and;
- (3) work with Program Graduates to determine actions for pursuing a Paraprofessional role within Boston Public Schools.

CPDP FAQs

Q: What is the purpose of the Community Paraprofessional Development Program (CPDP)?

A: The BPS Community Paraprofessional Development Program (CPDP) is a fifteen-month certificate program for community members interested in working as K-5 classroom paraprofessionals in Boston Public Schools. The Community Paraprofessional Development Program (CPDP) supports the district's effort to increase the diversity of the BPS workforce so that it reflects the racial, cultural and linguistic diversity of the students we serve.

Q: What are the requirements to be eligible to participate in CPDP?

A: Community members must: 1) live in Boston, 2) have at least 48 college credits, and 3) have a passion for working with children from all backgrounds.

Q: Which BPS office is currently responsible for CPDP?

A: The Community Paraprofessional Development Program is part of the Office of Human Capital and is led by the Director of Diversity Programs.

Q: How do participants become Paraprofessionals?

A: Participants must complete all program requirements and have at least 48 college credits. Those candidates who complete these requirements will receive assistance in applying to be Classroom Paraprofessional positions in a CPDP certified school.

Q: How much does the program cost?

A: CPDP is funded through the Office of Human Capital Participants contribute by, attending all sessions, completing all sessions, and developing a professional portfolio. Due to our partnership with Tech Goes Home, participants will be required to pay \$50 for the purchase of a personal Chromebook laptop.

Q: What are the benefits of participating in CPDP?

A: Participants will have access to the following resources:

Community Paraprofessional Development Program Resources

- Seventeen (17) professionally designed and delivered content sessions to aid in transitioning into Paraprofessional roles
- Online learning (Open Class) for continued access to content
- Technology Goes Home sponsored technology training and equipment (Chromebooks)
- Program and registration support with the Office of Adult Education and Community Services for enrollment in English and ABE courses
- Subscription to Rosetta Stone language learning program via Technology Goes Home (TGH)
- Support in developing an online professional portfolio
- Networking opportunities with invitations to attend the BPS ALANA (African, Latino, Asian, Native American) Educators Program
- BPS Mentor for continued professional and personal development
- Experiential learning opportunities through informational interviews, job shadowing, and BPS special programs (i.e. “First Day of Kindergarten” Office of Engagement)
- Informal and formal interaction with BPS paraprofessionals, teachers, and administrators
- Certificates of Completion from the BPS Office of Human Capital and Technology Goes Home

Q: What kind of job search support will be available after completing CPDP?

A: CPDP staff will work with each person who completes the CPDP program to create their job search materials and enhance their interviewing skills.

Q: What if I do not speak English very well?

A: Support for participants who speak more than one language is provided through the BPS offices and community-based organizations that have worked together to develop CPDP.

Q: How can working adults participate in this program?

A: This program is designed to meet the needs of working adults. All CPDP sessions meet on Saturdays to accommodate the traditional workweek schedule.

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