

Paraprofessional Staffing and Management support for special education programs



Making the difference that matters most.

Discover A Better Way Forward

Effective paraprofessional recruitment, retention, management, and accountability strategies can be a daunting challenge for Special Education Directors and district administrators.

How will you find qualified special education paraprofessionals? How can you hold them accountable – not only to certain tasks, but for specific outcomes? How will you guide them and help them build the skills they need – so that they are engaged, inspired and committed?

Futures Education, a national leader in special education, will work with you as your partner to answer these questions, addressing goals and challenges together, ensuring that students with special physical, cognitive or scholastic needs get the right curriculum, educators and support staff they need to thrive and succeed at school – and beyond.

Discover Our Services

BEST PRACTICES IN PARAPROFESSIONAL SUPPORTS

We design programs for recruiting, managing, and retaining paraprofessionals efficiently and effectively, drawing from established best practices for paraprofessionals and special education delivery to ensure quality instruction, support and continual improvement.

FINANCIAL, OPERATIONAL AND EDUCATION OUTCOME BENCHMARKING

We establish standards and procedures for paraprofessional supports to ensure quality standards – both those established by Futures and those defined by the school or district – are met in the day-to-day services provided by paraprofessionals.

EXPERTS IN SPECIAL EDUCATION SERVICE DELIVERY

We guide efficient and effective service delivery through paraprofessional programs, including student and classroom assignments, time utilization, and schedule management. With a big picture perspective on special education strategies and outcomes, we can help manage priorities while also containing costs.

DATA ANALYTICS AND REPORTING

Futures captures meaningful data, analyzes it, clearly communicates the findings, and integrates those findings into the decision-making and management process. Data analytics are derived from metrics related to both service delivery and outcomes. Monthly reports include, student service details, statistical analyses and quality assurance reviews.

Discover A Better Approach

With decades of experience, our diverse team of experts has built an extensive body of knowledge on special education programs, managing all levels of staffing, and employing best practices for achieving desired outcomes. Our approach to paraprofessional staffing and management is built on three guiding principles:

1. Efficient recruitment and retention programs for qualified paraprofessional candidates.

The power of paraprofessionals for improving the quality of a student's life starts by hiring only the most competent people, treating them well and with professional respect, and providing them opportunities to be an integral part of the special education delivery team. Futures has a strong track record of recruiting the best local candidates, providing them the right direction, clarifying their roles and ensuring they are focusing on the right tasks to achieve desired outcomes.

Finding the right paraprofessionals is a critical first step, but keeping them engaged, building their skill sets and helping them along their career pathways is what makes the real difference. Futures provides consistent and meaningful professional development for paraprofessionals, including online and in-person

training modules, one-on-one coaching from expert faculty, and participation in professional learning communities.

2. Providing access to experts in special education and general education. Whether its supporting special education program needs, such as developing Individualized Education Programs or addressing Response to Intervention for the general education population, our experts help define and clarify roles, responsibilities and accountabilities of paraprofessionals, and promote a better understanding of the role of paraprofessionals among special and general educators, district leadership and other special education stakeholders.

3. Management and oversight of paraprofessionals for quality assurance to achieve performance outcomes. Working directly with the Special Education Director and district leadership we provide regular, ongoing supervision support and career guidance to paraprofessionals, helping them develop the skills they need, ensuring that performance goals are met, providing the recognition they deserve and pledging equitable pay for the services they provide.

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Discover Futures

Founded in 1998 by renowned clinicians and educators, Futures Education provides special education expertise unparalleled in depth and breadth. All members of our leadership team are educators, administrators and clinicians with a comprehensive understanding of the programmatic, administrative and fiscal issues related to special education.

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