

<p>Personnel and Employee Relations 7009</p> <hr/> <p>Education Support Professional Staffing Instructional Assistant (IA1) – Kindergarten</p>	Administrative Application	
	Last Reviewed /Approved on:	June 11, 2019
	References:	The Education Act, 1995, Sec. 175 Regina Catholic School Division Paraprofessional Guidelines Policy 12 – Role of the Director
	Status:	Operational

Preamble

Additional support staff may be requested. The Instruction Assistant 1 (IA1) support may be requested by administration to support a Kindergarten classroom at times when enrolments exceed a manageable number and/or there are circumstances that warrant additional help related to students' needs. The EYE-TA scores and complex factors will be the primary indicators for adding supports.

Application

1. Staffing Responsibilities

- a. When an IA1 is requested - Human Resource Services will determine availability in the staffing allotment.
- b. The IA1 request will be considered by the Senior Leadership Team (SLT) and/or Academic Council (Support Staff Requisition)

2. Allocations of IA1's

These guidelines are developed for use when allocating educational support professionals within schools. Principals shall consider the following guidelines in the organization of educational support professionals within the school.

- a. IA1's may be allocated based on specific program/student needs and focused on student outcomes.
- b. In consultation with Student Support Services, Kindergarten classrooms with an enrolment of 21 – 26 students may receive IA1 support until the EYE results are reviewed. If the results of the EYE-TA scores and classroom demographics warrant the continuation of the placement then it will remain.