

Implementing High-Impact Tutoring using Paraprofessionals

BRIEF SUMMARY

For districts and schools considering tutoring, paraprofessionals are a powerful option.

When properly trained, paraprofessionals can serve as highly effective tutors. Research shows that high-impact tutoring by paraprofessionals demonstrates significant positive impacts on student achievement—particularly in lower grades—and may be **more effective than programs with nonprofessional or volunteer tutors**. This brief provides guidance for implementing a high-impact tutoring program with paraprofessionals as the tutors:

Why Paraprofessionals as Tutors?



Develops Para Workforce



Incorporates Community Members



Enhances Student Experience



Grows the Teacher Pipeline

What Has Worked in Other Schools

- **Baltimore City Public Schools** used 48 paraprofessional tutors in 38 schools and tutored over 1,400 students, **doubling** their growth rate in reading.
- **DC Public Schools** partnered with the University of Oregon to deliver math tutoring by adjusting the duties and schedules of existing para-teacher aides.
- **Oakland Unified School District** hired community members as paraprofessional literacy tutors in all elementary schools.

How to Make It Happen

- **Staffing:** Adapt existing roles or create new positions. Establish new job codes and descriptions for flexibility.
- **Funding:** Apply for U.S. Department of Education grants and other funding sources to support tutoring programs.
- **Training and Coaching:** Inform, recruit, and support paraprofessionals through targeted outreach, training, and coaching.
- **Implementation and Improvement:** Pilot programs, communicate clearly, and collect and analyze data regularly to ensure effective implementation.

Oakland's program led to literacy gains of up to...

188%
of typical growth!

