Behavior Support Paraprofessional

If the IEP team is considering a Behavior Support Paraprofessional (also known as a Crisis Management Paraprofessional) because the student’s behaviors impede the learning of that student or others, the IEP team must first ensure that the student has received a Functional Behavior Assessment (FBA) and has a Behavioral Intervention Plan (BIP) in place. If not, an FBA should be conducted and, as appropriate, a BIP created. If the student already has a BIP, the BIP should be reviewed to determine whether it can be modified so as to provide sufficient behavioral support. Only if the student presents with serious behavior problems that cannot be addressed through a BIP implemented with fidelity (as well as the provision of alternative general education and special education supports and services) should a behavior support paraprofessional be recommended. The Behavior Support Paraprofessional must be trained in behavior management generally and specifically on how to implement and monitor the student’s BIP with fidelity. The paraprofessional’s training needs should be specified in the Supports for School Personnel section of the IEP.