



# Indiana Department of Education

Dr. Katie Jenner, Secretary of Education

## Paraprofessional Requirements

The U.S. Department of Education has approved the Indiana Department of Education's (IDOE's) request to allow LEAs with an approved Ed-flex Waiver #2 application to utilize more flexible state defined paraprofessional requirements for highly qualified rather than the current federal requirements.

LEAs may choose one of the following options to serve as their paraprofessional requirements, or they may request approval from IDOE for an option that does not appear on the list below. *(Please note: LEAs may only use options that do not meet the federal requirements with an approved ed-flex waiver #2 from IDOE in the applicable school year.)*

The paraprofessional can be determined as highly qualified if they have one of the federal or Ed-flex requirements below.

### Federal Options:

- Two years of college experience
- A two-year college degree
- Passed the Para-Pro Assessment (within the first year of employment)<sup>†</sup>

### Ed-Flex Options:

- One year or 1,000 hours of previous employment experience in a school or working with children
- Passed annual school-level evaluations
- Completed 48 credit hours of college level classes
- Child Development Associate (CDA) Credentials
- Completed LEA required professional development modules/training
- Completed Other Requirements – LEAs may request approval from IDOE

These requirements apply to Title-I funded paraprofessionals in Targeted Assistance Schools (TAS), or all instructional paraprofessionals no matter how they are funded in Schoolwide Programs (SWP).

<sup>†</sup> Passed the ParaPro Assessment prior to August 31, 2026, or passed the ParaPathways Assessment after September 1, 2025. As ETS transitions to the replacement test, there will be a year of overlap where both tests will be available. As of 9/1/26, only ParaPathways will be available.

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