

## Paraeducator Assessment Comparisons

Name of Assessment	Company/ Contact Information	Cost	Subject Areas	Equivalency to 2 year college?	Time to test	Method to test (online/computer/proctored)	Study guide to prepare?	Writing sample?
<b>Para Pro Assessment</b>	Educational Testing Service, 1-800- 537-3161 or e-mail parapro@ets.org; www.ets.org	\$40	Math, Reading, Writing	The content of the assessment is consistent with the levels of reading, writing and math knowledge that most students would receive in their 2nd year of post secondary study	2.5 hours	Computer based and is only available in school districts who have gone through their process. In order to use it in Montana, paras would have to go to the nearest testing center which to Missoula is Spokane. An inquiry was made for more information about how school districts can be able to offer the assessment but a response has not been received as yet.	Free guide	No
<b>Work Keys</b>	ACT	\$60	Reading, Applied Math, Writing	"Job profiling is conducted by job analysts who have been trained and authorized by Work Keys - systematically develop accurate profiles through a task analysis that is used to select the tasks most critical to a job, a skill analysis used to identify the skills and skill levels required at the entry level and for effective performance on that job, and skill ranking to determine which Work Keys skills are most critical for the job". "A job profiler spent a day in Billings with paraeducators and teachers to classify the position of paraeducator. The staff members accepted her results as meeting 2 year college work standards'. Accepted by EEOC	Approximately one morning. 45 - 50 minutes/each of the 3 sections	Pencil/paper for written section, on line from a disc sent to you from MSU B or ACT for the other sections	Examples of questions are available	Test takers act as employees who write messages to relay information from customers, co-workers, or suppliers to another person. (Skill level score is based on writing mechanics and writing style, not based on accuracy or completeness of the information). THIS IS A CONTROVERSIAL PORTION OF THIS TEST - because significant numbers of test takers do not achieve competence on this portion of the test. MSU-B says the districts have the final responsibility for judging what tells this competence - the test or the person's work record.

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<b>Para Pro Assessment</b>	Yes, on line	Based on 2/3 subject area and 1/3 application of those skills in classroom context			Reliability - .92. Validity - "Committee of paraeducators and teachers now gathering oncontent based validity"
<b>Work Keys</b>	Yes, Intervention for each skill @\$100/skill area.	Subject Matter Experts (SME) decide which skill levels are necessary at the entry level and for effective performance of their job.	Billings, MT, Victor, MT. some other western districts.		In 8 employability areas that were determined to be necessary for high school graduation, work teams were formed to assess for reliability and validity. Numbers may be available

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<b>WorkKeys Proficiency Certificate for Teacher Assistants</b>	WorkKeys, ACT, Inc. ( 1-800 967-5539); Tom Kilijanek-thomas.kilijanek@act.org or (303)337-3273. <a href="http://www.act.org/workkeys/profcert/">http://www.act.org/workkeys/profcert/</a>	The total cost is \$25 for the three assessments, the Instructional Support Inventory, and the Certificate. Individual costs for each are: Reading For Information-\$3.20; Applied Math- \$3.20 Business Writing- \$12.50 Instructional Support Inventory-\$10; Proficiency Certificate-\$10	Reading for Information, Applied Math, Business Writing, Instructional Support Inventory	The assessments have levels both below and above two years of college. ACT's The recommended levels for the Proficiency Certificate for Teaching Assistants are: Level 4 for Reading For Information, Level 4 for Applied Math, and Level 3 for Writing or Business Writing These levels are based on an analysis of WorkKeys test scores derived from individuals tested from Sept., 2001 to Aug., 2003., who had an education level of two years of college (grade 14). The majority of second year college students scored at or above these recommended levels.	ELECTRONIC FORM: Reading for Information-55 minutes, Math- 55 minutes, Business writing -30 minutes; WRITTEN FORM: Reading-45 min; Writing- 40 min; Math- 45 min	Purchase software that provides access to ACT online or paper/pencil. The electronic version has no initial cost, districts are billed monthly- \$25 for each person who is assessed.	The Practice tests are now available online at <a href="http://www.act.org/workkeys">www.act.org/workkeys</a> . Individuals can take them at any web-enabled computer and pay for them by credit card. Once a practice test is completed, an individual can go back through each item and find out what is the correct answer and why it is the correct answer. Two curriculum publishers that provide study guides for WorkKeys Assessments. The publishers are KeyTrain 423--842-6205 and Worldwide Interactive Network 888-717-9461. Keytrain ( <a href="http://www.keytrain.com">www.keytrain.com</a> ) Study guides are available on CD individual users or in a lab pack at about \$50 each depending. WIN (Worldwide Interactive Network)	Given written prompt, formulate answer, then will check for content and grammar
<b>MEA-MFT PASS (Paraprofessionals Achieving Standards Successfully) Course and Assessment</b>	MEA-MFT Erik Burke 406/447-1462	To be Determined	Reading, Writing, Math, Classroom Management	Yes. Course material has been designated as equivalent in rigor to ETS Parapro Assessment. Course materials are based on graduate level course work.	Course and Related Assessments take 4-5 days in total.	Proctored	Accompanying course provides a study guide.	No.

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<b>WorkKeys Proficiency Certificate for Teacher Assistants</b>	Courses from KeyTrain (www.keytrain.com) and Worldwide Interactive Network (http://www.win.com) are available now (see information on Study Guides)	Instructional Support Inventory- printed form, supervisor observes employee and fills out ISI, enter information into computer and ACT scores. Could be integrated into probationary process for new hires	Used by Business and Education	Missoula County Public Schools	. Reliability and validity data for all the WorkKeys assessments is summarized in the Technical Handbook- available upon request. ACT publicly endorses the Code of Fair Testing Practices in Education, a statement of the obligations to test takers of those who develop, administer, or use educational tests and data. The WorkKeys assessments also meet EEOC guidelines.
<b>MEA-MFT PASS (Paraprofessionals Achieving Standards Successfully) Course and Assessment</b>	Yes. Must enroll in course to complete the assessment. Those not passing on first attempt receive individualized remediation at later date with another opportunity to pass.	Directly. Entire course and assessment is focused on instructional strategies in each of these areas.	American Federation of Teachers Other AFT state and local affiliates	Billings, Helena, Malta, Lodge Grass	Reliability and validity studies completed in 2003 by AFT. Assessment has been deemed by AFT to be valid and reliable.

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<b>Compass</b>	ACT	\$4.50 - \$5.00	Math (floating), Reading, & Writing	Used for placement in 2 year colleges	Varies: 30 mins to 2 hrs.	Computer	No	Could perhaps get one through the E-write website
<b>TABE</b>	CTB/McGraw-Hill, 20 Ryan Ranch Road, Monterey CA	Based on level of the test (easy to advanced) Reuseable test booklets come in pkgs of 10/\$2 and 25/\$92. Answer sheets 50/\$50.	Reading, Writing, Math (computation & application), Spelling	No, the highest grade equivalent is 12.9	3 hrs	Computer or proctored	YES	No
<b>H.E.L.P.</b>	Educational Resources, Inc	\$18.50 - includes scoring. \$7 - shipping, \$17 - computer scoring	Critical reading ability, basic math, Effective speed in reading college level material, identifying an approach to studying in general that is effective to the individual.	Would be determined by whether people were successful in their work setting.	1.5 hours	Computer software CD, E-mail, or pencil/paper.	Yes	No. Now adding a multiple choice section for writing.
<b>WBST: Wonderlic Basic Skills Test</b>	Wonderlic, Libertyville IL	\$160/25, \$220/50, \$315/100	Verbal & math	No	20 min per section	Proctor	Yes, with additional cost	No

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<b>Compass</b>	No, but can be used as diagnostic	No	State colleges?		
<b>TABE</b>	Yes	The test gives teachers a basis on which to start instruction; what skills are mastered and what needs to be learned.	Voc Rehab, Missooula Job Service, Missooula Adult Basic Education, YWCA		The test is normed nationwide for adults of all ages from sixteen on up.
<b>H.E.L.P.</b>	Additional sections give strengths and weaknesses	This would need to be interpreted by the various states, utilizing the test takers strengths.	Some school districts in MT, many other health professional careers - nursing, EMT, radiology tech, etc.		Yes.
<b>WBST: Wonderlic Basic Skills Test</b>	No, but can retest	No	None listed but told in Edu Arena	Polson, MT; Ronan, MT	