

CODESP

COOPERATIVE
ORGANIZATION FOR THE
DEVELOPMENT OF
EMPLOYEE
SELECTION
PROCEDURES

Instructional Aide / Paraprofessional Test

A test for Instructional Aides - Paraprofessionals was developed by CODESP to assist member districts in complying with the testing option requirement of the *No Child Left Behind Act of 2001*. Test questions were developed by reviewing a comprehensive job analysis for Instructional Aides, California high school graduation standards, community college placement exams, and other standardized tests currently administered in California. Recommendations from subject matter experts were also valuable in this process.

Ability to Assist in Instruction test questions, are also included with the sample test.

Members have two choices, they can use a pre-assembled test which can be customized and consists of 110 questions, or they can order a test packet and choose the items themselves. A variety of job-related test questions are available so that the test's difficulty level can be adjusted depending on each district's needs and/or preferences. It is each district's responsibility to choose the final questions for their examination.

The ***CODESP Paraeducator/Instructional Aide Tutorial***, is a comprehensive study guide and is available to members on the website under the Resources/Tutorials area. We suggest that districts encourage all candidates to **STUDY!**

Links to free test taking practice sites are available to the public from the CODESP website. Click on Links and scroll down to Test Taking Practice to view links to subject areas such as Language Arts and Math. Under Test Taking Practice – Instructional Aide there is an online practice test which contains similar items as the CODESP test. Other test taking preparation material can be found under the Resources area of the website.

Member districts, using CODESP IA test materials, report a high pass rate among their veteran IAs and IA candidates, especially if they review the tutorial material prior to taking the test.

INSTRUCTIONAL AIDE / PARAPROFESSIONAL TEST CONTENTS

MATH

Fractions

- Subtraction and Addition

- Multiplication

- Division

Word Problems

- Multiplication

- Division

- Percentage

Chart and Graph Interpretation

Percent

Estimation

Statistics

Probability

Exponents

Pre-Algebra and Algebra

- Word Problems

- Simplifying Expressions

- Equations-Equivalents

- Prime Factorization

- Factoring

- Coordinate System

 - Grid Graph

 - Slope Coordinates

Geometry

- Basics

- Squares

- Rectangles

- Circles

- Triangles

READING/LANGUAGE ARTS

*Reading Comprehension

Paragraph

Logical Sequence

Main Theme

Multiple Word Meaning

Punctuation/Capitalization/Spelling

Correct Word Usage

Correct Sentence Combination

*Reading Comprehension questions with reading levels up to 12th grade level are available.

ABILITY TO ASSIST

Instructional Aide Worker Qualities

Student Discipline/Behavior

Reading Charts

Lesson Plan

Following Directions

Instructional Game

Assistance in Interpreting Instructional

Material

WRITING SAMPLE OPTION

Although writing skills are addressed in portions of the Reading/Language Arts segment, a writing exercise with Rubric, is included in the packet for those members who would like to include this option with their test.