



New Hampshire GearUp Alliance for Paraeducators

As we work to create more supportive and engaging educational environments, paraeducators are critical in providing individualized attention and support that aligns with students' varied needs.

With this in mind, the One Trusted Adult team spent the final week of March 2025 partnering with the New Hampshire GearUp Alliance to bring professional development training to paraeducators across the state of New Hampshire.

This professional development training opportunity was designed to equip paraeducators with the essential tools and strategies to support students in fostering positive relationships, promoting academic success, and enhancing their wellbeing, while defining the boundaries and limits of the work in order to keep all parties safe and the work sustainable.

“We know that young people experience significant gains in both academic development and personal wellness when they can name at least one adult at school whom they trust. And they are more likely to report worries, concerns, or threats when they feel they can trust at least one adult at school.”

*Dr. Brooklyn Raney,
Founder of One Trusted Adult*



ORGANIZATION

New Hampshire GearUp Alliance

PROGRAM

One Trusted Adult In-person Foundational Training for professional development

PARTICIPANT BREAKDOWN:

- 114 participants were trained across 6 locations statewide
- 46 different schools had at least one professional attend
- Paraeducators supporting students from Pre-K through High School
- Participants' experience levels ranged from less than 1 year to over 40 years.
- The training received an average 4.87/5 star rating from survey responses.
- 100% of respondents said they would recommend the training to a colleague.

In our experience, the paraeducator role is often one of the most overlooked within a school, frequently leading to one of the highest attrition rates within the education sector. Yet these are professionals who generally have the most direct connection with students in settings that allow them to build more unique connections with those they are supporting, given the smaller ratio of students to educators. These smaller, often 1:1, opportunities offer ideal spaces to implement the ABC's that One Trusted Adult states as the foundation for building strong support systems for the youth in our care: Accessible, Boundaried, Caring.

One of the core tenets of One Trusted Adult is based on the research that shows young people thrive in environments where they can name at least one adult that they deem trustworthy. Studies show that when youth have trusted adults in their lives—at school and at home—they are less likely to bully or be bullied, engage in risky behavior, or suffer from anxiety or depression. They are more likely to report if they are aware of a threat to the community, attend school regularly, engage in learning, develop self-worth, and build resilience. These are extraordinary outcomes—achievable if we commit to getting this right.

“But what does that trust really mean—and how do we build it with intention? Parents and guardians remain a child’s first caregivers and educators, and the adults at school play a crucial supplemental role during the day. Often, the adults that students name as their go-to person at school are paraprofessionals or one-to-one support staff—those who are in non-evaluative, supportive roles. And yet, these very individuals are often left out of professional development.”
Dr. Brooklyn Raney, Founder of One Trusted Adult

Through this partnership with the GearUp Alliance, we were so encouraged to see so many paraeducators express the way the ABC framework helped them to see where each of these three parts played a role in the way they connect with their students. Many commented on how they had underestimated the role of boundaries in their work, and the relief they felt to learn about the way this “B” in ABC’s actually supports the Accessibility, Care, and ultimately trusted relationships with their students.



"The GearUp Alliance recognized this gap and responded with an ambitious statewide initiative to elevate and equip these essential educators for this important part of their role. The team at One Trusted Adult is incredibly grateful to GearUp for making it happen. It's been an honor to meet paraprofessionals from across the state, to celebrate their impact, and to share research-backed tools to help them build authentic, productive, safe and sustainable relationships with the students they support. It is events and initiatives like this that truly make a difference." — Dr. Brooklyn Raney, Founder of One Trusted Adult

After an incredible week across the state, the OTA team was delighted to receive such phenomenal feedback from the paraeducators in attendance. The training received an average 4.87/5 star rating from survey responses, and 100% of respondents said they would recommend the training to a colleague.

"I really enjoyed the training day. It was nice to feel understood."

"It was nice to feel validated in our job and positions... this training was very helpful."



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OneTrustedAdult

"This training was amazing and I will recommend it to everyone."

"The class was amazing and I came out with a lot of ideas!"

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