

PEER ASSISTANCE AND REVIEW (PAR) FAQ's

What do Consulting Teachers do?

- CTs provide job-embedded support for the following groups of teachers:
 - new, non-tenured (TPE) teachers
 - tenured teachers rated unsatisfactory during the previous school year
 - teachers in Special Observation Status
 - teachers requesting voluntary support

How many formal observations do teachers in PAR receive?

- New, non-tenured or tenured teachers rated as unsatisfactory in previous year: One formal observation will occur. Preferably, this observation should be completed towards the end of the rating cycle (i.e. April or May) to allow maximum time for growth.
- Special Observation Status (SOS): One formal observation will occur while in SOS.
- Voluntary Support: Formal observations should be aligned with the teacher's PGS status for the year.

How many formal observations must be completed for teachers in their second and third years?

- Teachers in their second and third years (TPEs) have two 5-month rating cycles (fall and spring) and within each rating cycle at least one formal observation must be completed. If the formal observation is satisfactory, additional formal observations are not required in that cycle. If the follow-up is unsatisfactory, the Assistant Superintendent conducts a second formal observation in the rating cycle.

When can informal observations occur?

- At any time.

Can a teacher in the PAR Program be dismissed from the District?

- Using evidence from the Consulting Teacher and principal, the PAR Panel will recommend that a new or unsatisfactory rated teacher is retained or dismissed. This decision comes at the teacher's completion of the PAR program.
- Using evidence from the Consulting Teacher and principal, the PAR Panel will determine if an SOS teacher is rated satisfactory or unsatisfactory.
- The PAR Panel does not make any recommendations for voluntary participants in PAR.

Can a TPE receiving additional PAR support be dismissed from the District at the end of their rating cycle?

- Yes, with completion of all observations, supporting documentation and formal conferences when appropriate.

What is a Mid-Year Intensive Support Plan?

- Standards aligned goals that are identified, clear, specific, supported, and monitored by Consulting Teachers for teachers who are not meeting standards.

Can Consulting Teachers provide professional development in your school?

- CTs provide professional development ONLY to teachers they support.