
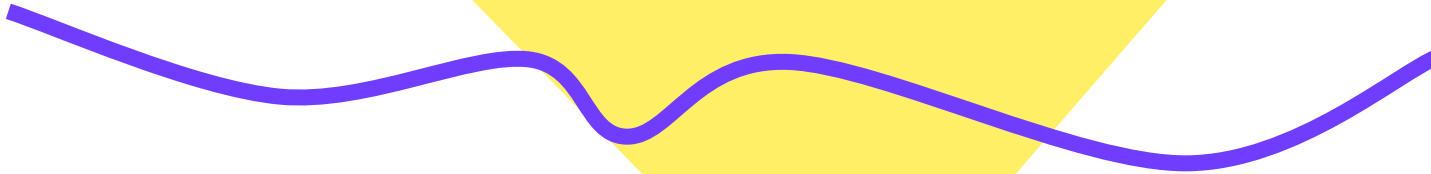




# Peer Assistance and Review

## The Syracuse Plan



Pat Baker, Joan Brown, Cheryl Molesky,  
Sara Montgomery-Lee, Patty Tanguay, Mary Taylor

# What Is Peer Assistance And Review?

- A union-management cooperative effort
- Based on model from other professions
  - Agreed upon entry standards
  - Specialized body of knowledge
  - Peer review
- Provides support, guidance, and evaluation to first year teachers





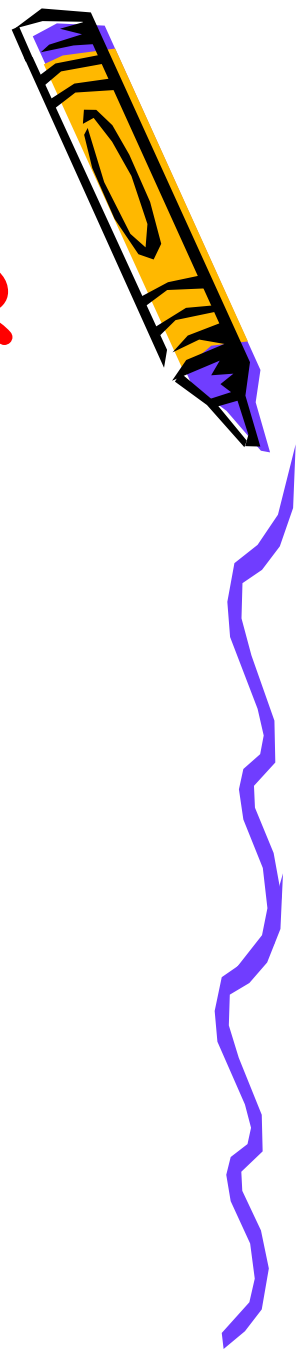
# What Are The Desired Outcomes?

- maximize student achievement
- accelerate new teachers' learning
- retain skilled practitioners



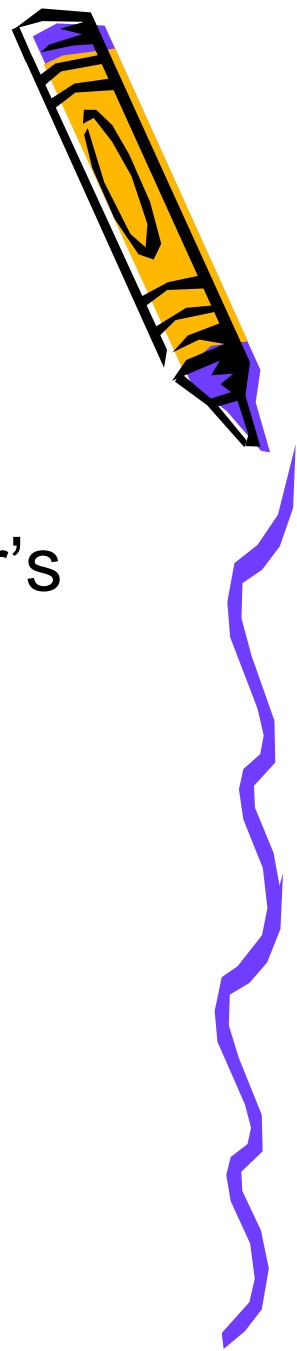
# School Districts That Have Implemented PAR

- » Toledo, OH
- » San Francisco, CA
- » Rochester, NY
- » Cincinnati, OH
- » Columbus, OH
- » Poway, CA
- » Livermore, CA
- » Montgomery County, MD
- » Syracuse, NY



# PAR Panel

- Governing body of the PAR Program
- Co-chaired by the president of the teacher's union and the superintendent or superintendent's designee
- Chair position rotates annually
- 5 teachers and 4 administrators



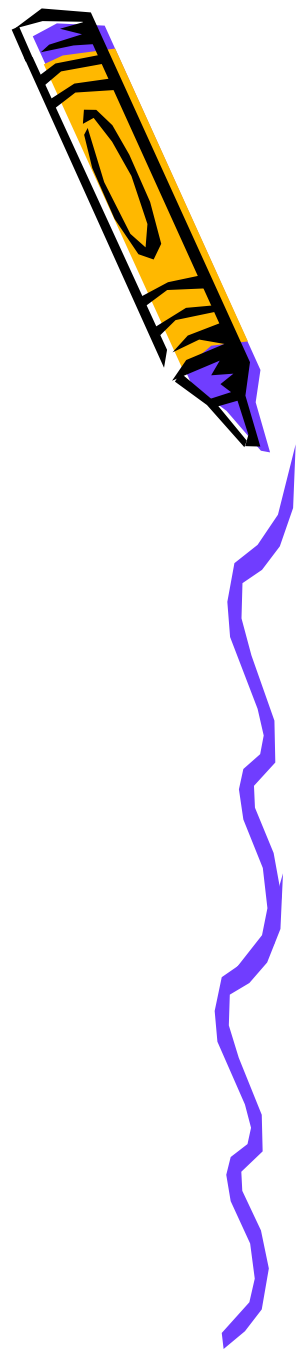
# Role Of The PAR Panel



- PAR panel votes to accept or reject the consultant's recommendation for employment
- PAR panel makes a final recommendation to the superintendent
- Superintendent's decision is final
- Consultant teachers are not part of the PAR panel



# PAR Presentations



- October Introduction to interns
- January Mid-year evaluation
- March Interns of concern
- May Final Evaluation



# How Does The PAR Panel Evaluate The Intern's Performance?

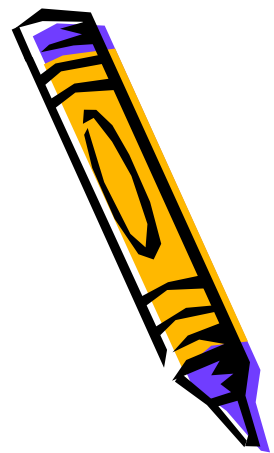


- PAR consultant presents a written evaluation and an oral presentation based on
  - Data collected from observations
  - Data collected from coaching/conferences
  - Formal reports on progress towards meeting the Performance Indicators
- PAR panel asks questions, discusses interns





# Consultant Teachers



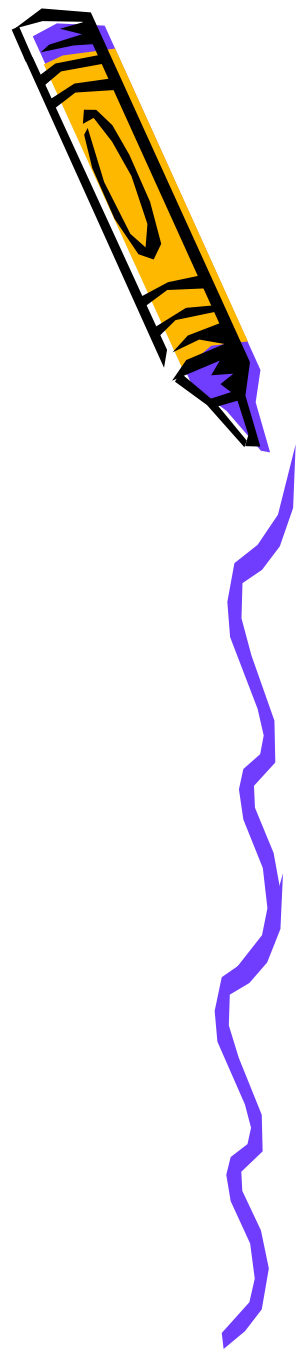
# Consultant Teacher Requirements

- Minimum 5 years outstanding teacher service
- Tenured teacher
- Selected by the PAR panel
- Return to the classroom after 3 years in PAR
- Consultants may choose to return to their home school



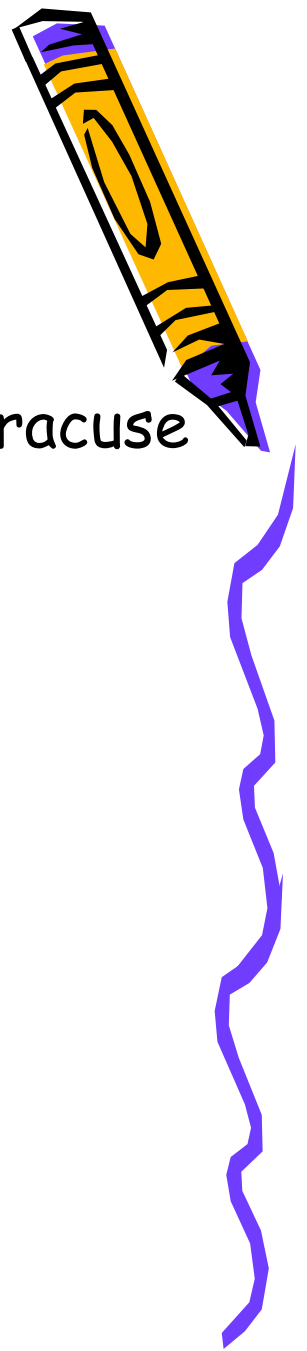
# Interview Process

- Resume
- Cover letter
- Recommendations
- Writing sample
- 30 minute interview with panel
- Unannounced classroom observation



# Consultant Training

- Consultants from Toledo and Poway came to Syracuse
- Cognitive Coaching-extensive training
- Mentoring Matters
- Evaluation writing
- Individuals shared professional development





# CONSULTANTS IN WAITING



- Consultants are trained and ready to be activated as needed

- Remain in classroom until activated

- May be in-waiting for a year or more





# How Are Consultant Teachers Assigned?

- List generated by panel/personnel
- All teachers newly hired to SCSD
- Consultants meet to establish case load
- Criteria:

Number of interns/school

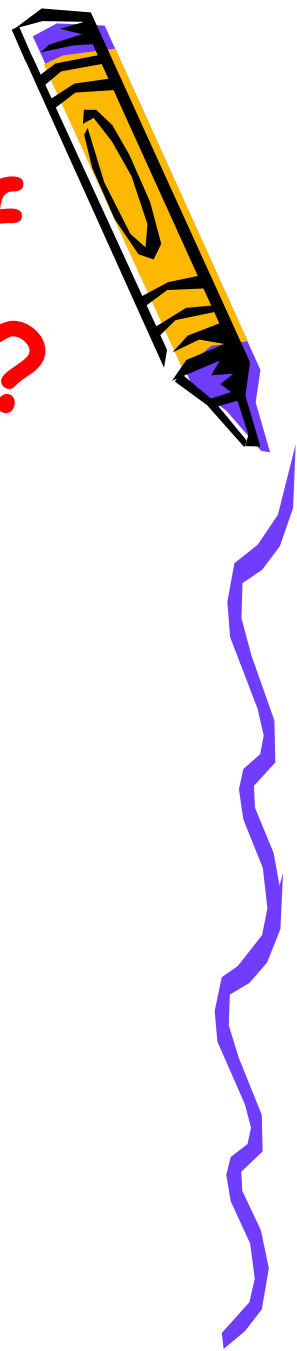
Certification area

Location



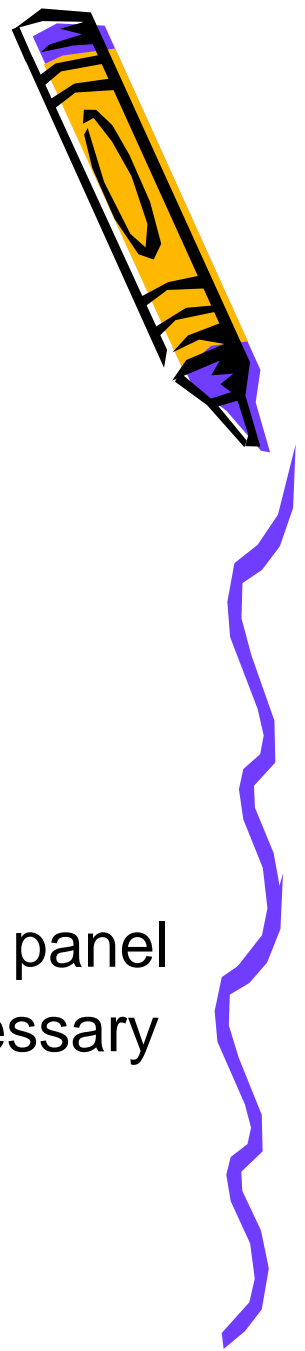
# What Are The Roles Of The Consultant Teacher?

- Cognitive Coaching®
- Collaboration
- Consulting
- Evaluation



# Consultant Teacher Responsibilities

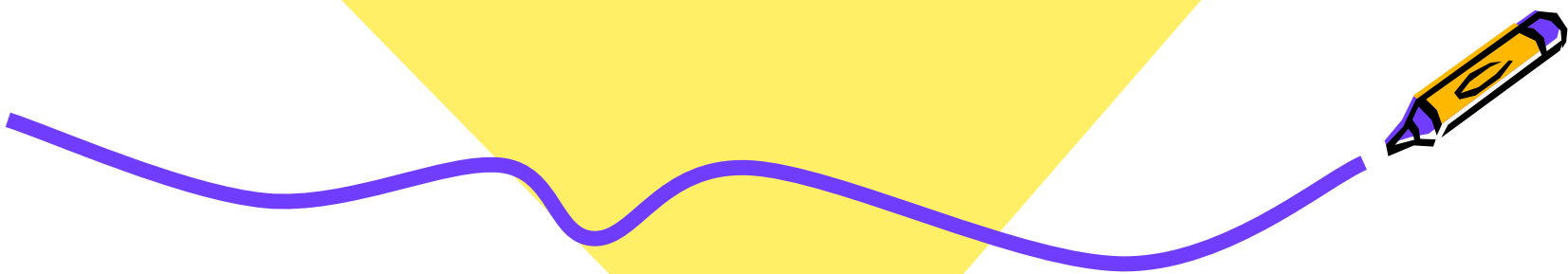
- Meet new teachers at NTO
- Observe and meet with interns regularly
- Provide professional development to interns
- Communicate regularly with the principal
- Present status reports to PAR panel
- Recommend future employment status to PAR panel
- Recommending termination is sometimes necessary



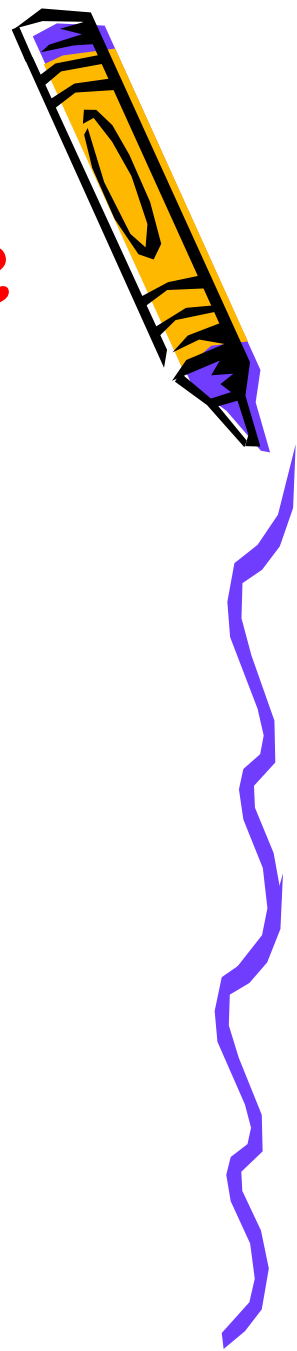




Interns



# What Are The Responsibilities Of The Intern?



- To meet the Performance Indicators
- To actively participate in the PAR program
  - Submit lesson plans
  - Be prepared for observations
  - Report absences to consultant
  - Be available for conferences



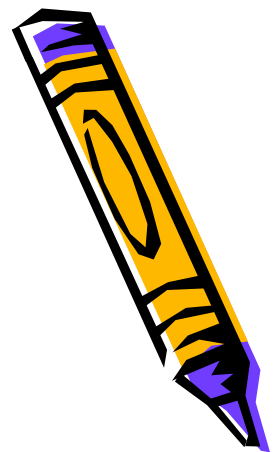


# TTIP

## Tenured Teachers Intervention Program

- Newest initiative
- For tenured teachers having temporary difficulties
- Principal and teacher both must agree
- Support, coaching, consulting
- Non-evaluative

# Peer Assistance and Review vs. Mentoring



## PAR

- EVALUATIVE
- CONFERENCES WITH PRINCIPALS
- REPORT TO PAR PANEL

## MENTOR

- SUPPORT
  - COACHING
  - MENTORING DOCUMENTATION
  - REVIEW LESSON PLANS
  - HELP WITH SUPPLIES & MATERIALS
- NON-EVALUATIVE
  - CONFIDENTIAL
  - ONLY CONTACT HOURS REPORTED

