Peer Assistance and Review
The Syracuse Plan

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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