

# *Peer Assistance and Review*

## *Washoe County School District*

Teachers Helping Teachers to Improve Practice

EXHIBIT S - EDUCATION  
Document consists of 13 pages.  
Entire exhibit provided.  
Meeting Date: 02-25-14



Peer Assistance and Review is a program developed jointly with the Washoe Education Association and the Washoe County School District to provide intense instructional support to first year probationary teachers and to underperforming post-probationary teachers. PAR is comprised of two main components: The Consulting Teacher and the Panel.

# *How Did We Get Here?*

- Washoe County Strategic Plan Goal  
– *Envision WCSD 2015* - Goal 2
- Component of newly implemented  
Professional Growth/Evaluation  
System

# *The Client Teachers*

## *Identified from April Evaluation*

- Post-Probationary Ineffective: Mandatory
- Post-Probationary Minimally Effective Year 1:  
Discretion of the Supervising Principal
- Post-Probationary Minimally Effective Year 2:  
(2<sup>nd</sup> consecutive year minimally effective)  
Mandatory
- 1<sup>st</sup> Year Probationary: New to the Profession

# *The Consulting Teacher*

- Assigned to client teacher upon entering PAR program
- Collaborates with principal and client teacher on development of Focused Assistance Plan
- Observes, provides feedback, and provides a wide variety of individualized supports
- Reports to Panel on progress of client teacher
- Non-evaluative

# *The Panel*

- Composition:
  - Five teachers recommended through WEA (teacher association)
  - Five principals recommended through WSPA (administrator association) and Area Superintendents
  - Two process observers
  - PAR coordinator

# *Role Of The Panel*

- Meets four times per year to hear new cases and review current cases
- Hears reports from Consulting Teacher and Supervising Principal
- Non-evaluative

# *Role Of The Panel*

- Provide guidance and recommendations to Consulting Teacher, Supervising Principal, Client Teacher, and/or Superintendent
  - Support adjustments
  - Continue current plan
  - Second year of PAR
  - Release to regular evaluation system
  - Non-renewal of contract

# *Support and Assistance*

- Unprecedented level of instructional support for new and underperforming teachers
- Access to a collection of resources for teachers and administrators
- Reduce possible adversarial relationships to allow for improvement
- Other teachers are offering assistance for improvement
- Teachers and administrators will not be on their own

# *Implementation*

- 2013-2014-Implementation for 17 schools
  - Seated panel
  - Client teacher
  - Hearing conducted
- April 2014 program will be fully implemented for all schools in Washoe County

# *Lessons Learned*

- Importance of strong working relationship with associations
- Importance of proper training for consulting teachers
- Importance of transparency of process while maintaining confidentiality of individual cases
- Value of consultation with successful districts
- Alignment with current evaluation system and based on standards of effective teaching

# *Administrator PAR*

- Program created during 2011-2012 school year for administrators
- Consulting principal began work that is similar to consulting teacher work
- Training conducted to be able to seat panel should need arise

# *Funding*

- 10 Consulting Teachers: \$862,300.00
- 1 Consulting Principal: \$144,000.00
- PAR Coordinator and assistant:\$168,300.00
- Substitute teacher days: \$2,870.00
- Training and consultation: \$10,050.00
- Operating expenses and supplies: \$2,675.00
- TOTAL: \$1,190,195.00 (\$1,174,600.00 personnel)
  - General Fund: \$963,300.00
  - Grant: \$183,695.00
  - Professional Development: \$43,200.00