Peer Assistance and Review
Washoe County School District

Teachers Helping Teachers to Improve Practice
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: (2nd consecutive year minimally effective) Mandatory
- 1st 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