

Now Enrolling: Peer Assistance and Review (PAR)

Peer Assistance and Review is a program designed to support participating teachers with permanent contracts who would like to refine or improve upon some aspect of their expected duties. PAR, which is part of our collective bargaining agreement, was created jointly by EGEA and EGUSD. While the district allocates the funding, all consulting teachers are EGEA unit members and still actively teaching in the district. Consulting Teachers (mentors) must go through a rigorous selection and training process. Every effort is made to match consulting teachers and participating teachers by grade level or subject area.

Why enroll in PAR?

- Self-Referral: Teachers can self-refer to this program if they have changes in: grade levels, curricular subjects or departments (including special ed), school site, calendars (traditional to year-round, etc.), for classroom management challenges, or other concerns. A self-referral is for any teacher who feels he/she could benefit from peer assistance or coaching. **If the teacher enrolls in PAR as a self-referral, administration has no knowledge of their participation in the program unless the teacher chooses to share this information.**
- Administrative Referral: An administrator may refer an employee who has an evaluation with “improvements required” or “improvements recommended” depending on the work plan. Employees may always say NO to the PAR referral. Participants should carefully consider the benefits of PAR before declining to participate.

What are the differences between a self and administrative referral to PAR?

- Admin Referral: The administrator initiates a referral. There would be a joint meeting between the participating teacher (PT), the consulting teacher (CT), and the administrator to set up a work plan. The consulting teacher never evaluates the teacher or reports back to administration. All work done between the PT & CT remains confidential.
- Self-Referral: If an employee self-refers, there is no required meeting with the administrator. Meetings are only held between the CT & PT.

What are the commitments for a participating teacher in PAR?

- PTs can expect to meet regularly throughout the year with a CT. Meetings will be scheduled based on the referral situation, needs of the PT, and/or time of year the process begins. There are no specific hours required, but participating teachers should expect to meet throughout the year to document progress toward improvements or goals and to be observed by their CT.
- Types of professional development may vary depending on the needs of the PT, including observations of the PT by the CT, and one-on-one mentoring sessions between the PT & CT.
- The expected commitment of a participating teacher is for the school year.

If you have additional general questions about PAR, email James Sutter at Foulks Ranch Elementary School or at james@elkgroveeducators.org.

If you would like to make a self-referral to PAR, email Jennifer Wilbanks in CPL jwilbank@egusd.net.

