



FAQ - DSUSD "PEER ASSISTANCE" (PAR) Programs

Updated 3/2026

What is Peer Assistance in Desert Sands?

The Desert Sands Unified School District supports teaching and learning through a multifaceted Peer Assistance program that includes New Teacher Induction, Intern Site Coaching, CTE Teacher Induction, and Peer Assistance and Review (PAR). The district's Peer Assistance and Review (PAR) Council oversees and monitors support assignments and program elements.

What is Induction?

Desert Sands Unified provides innovative teacher induction (formerly BTSA) through recruiting, training, and rotating a pool of highly qualified coaches. Working in conjunction with the [Center for Teacher Innovation \(CTI\)](#) in the Riverside County Office of Education, eligible credential candidates complete a two-year job-embedded induction program structured around the new California Standards for the Teaching Profession and monitored by CTI and the District's Peer Assistance and Review (PAR) Council. While in the program, credential candidates receive individualized coaching aligned to grade level and content expertise, while receiving access to training, workshops, online resources, and credentialing services.

What is (PAR)?

"Peer Assistance and Review," or "PAR, in Desert Sands is described in Appendix D of the [DSUSD/DSTA Collective Bargaining Agreement](#). Participation in Peer Assistance and Review is required of permanent certificated employees receiving two (2) areas of unsatisfactory performance on summative professional evaluations, or available when teachers self-refer to the district's PAR Council. PAR support involves individualized coaching focused on instructional practices to address areas of improvement identified in administrators' action plans. PAR support providers are drawn from the pool of eligible coaches maintained by the PAR Council. Additional information about Peer Assistance and Review is available from the [California Department of Education](#).

How do I become a Peer Assistance coach?

Guided by the language included in Appendix D of the [DSTA/DSUSD Collective Bargaining Agreement](#), certificated employees with at least (4) years of teaching experience in Desert Sands may submit applications to be considered for induction coach training and assignment by the PAR Council. Coaches must maintain active DSTA membership. New coaches submit applications through

using the links on the district website. If selected, potential coaches interview with the PAR Council before placement. Coaches must be “permanent employees.”

What is the deadline to submit coach application forms?

Induction coach applications are accepted year-round, with those submitted on or before **February 28** receive priority consideration for placement in the subsequent school year. Use this [link](#) to access the application form (DSUSD/DSTA CBA Appendix D E.5).

What forms are required to apply to become an induction coach?

Applicants must submit an application and (3) [confidential check-list reference forms](#), also available on the [district website](#). At least (1) is required from an administrator, and (1) from a certificated colleague. Forms may be submitted directly and electronically to the Personnel Office.

What is the stipend for coaching?

Stipend amounts vary and are identified in Appendix D of the DSUSD/DSTA CBA and are therefore unaffected by salary increases unless specified in bargaining.

How do I determine if I am eligible to be an induction candidate?

To determine eligibility to be a candidate for induction, contact district Credential Analysts in the office of Personnel Services. Eligible participating teachers are identified as “credential candidates.”

How do induction credential candidates differ from interns?

Credential Candidates participate in induction to clear their preliminary CA teaching credentials. Interns are in the process of earning preliminary teaching credentials. Interns are provided site coaching support which often requires coordination with associated university programs.

Who can I contact for more information about participating in Peer Assistance (PAR)?

The District PAR/induction Project Facilitator and Agency Representative is [Wendel Morden](#), in Education Services.

The contact for the district’s induction program at the Riverside County Office of Education is Mr. Ken Carons. kcarson@rcoe.us.

DSTA President, and PAR Council member: Trina Gonzales-Alesi trina.alesi@dsteachers.com

What should site administrators know about the DSUSD induction program?

CTI has provided this [link](#) including video materials to assist site administrators in learning about and supporting the program.

Who is currently serving on the PAR Council? (2025-26)

- **Mike Kint**, Senior Director, Elementary Curriculum and Instruction (Chair)
- **Trina Gonzales-Alesi**, President - Desert Sands Teachers Association
- **William Baker**, Elementary Teacher Representative
- **Khristina Clous**, High School Teacher Representative
- **Dr. David Gustafson**, Senior Director, Secondary Curriculum and Instruction
- **Tim Stange**, Middle School Teacher Representative
- **Dennis Zink**, Senior Director, Personnel Services