



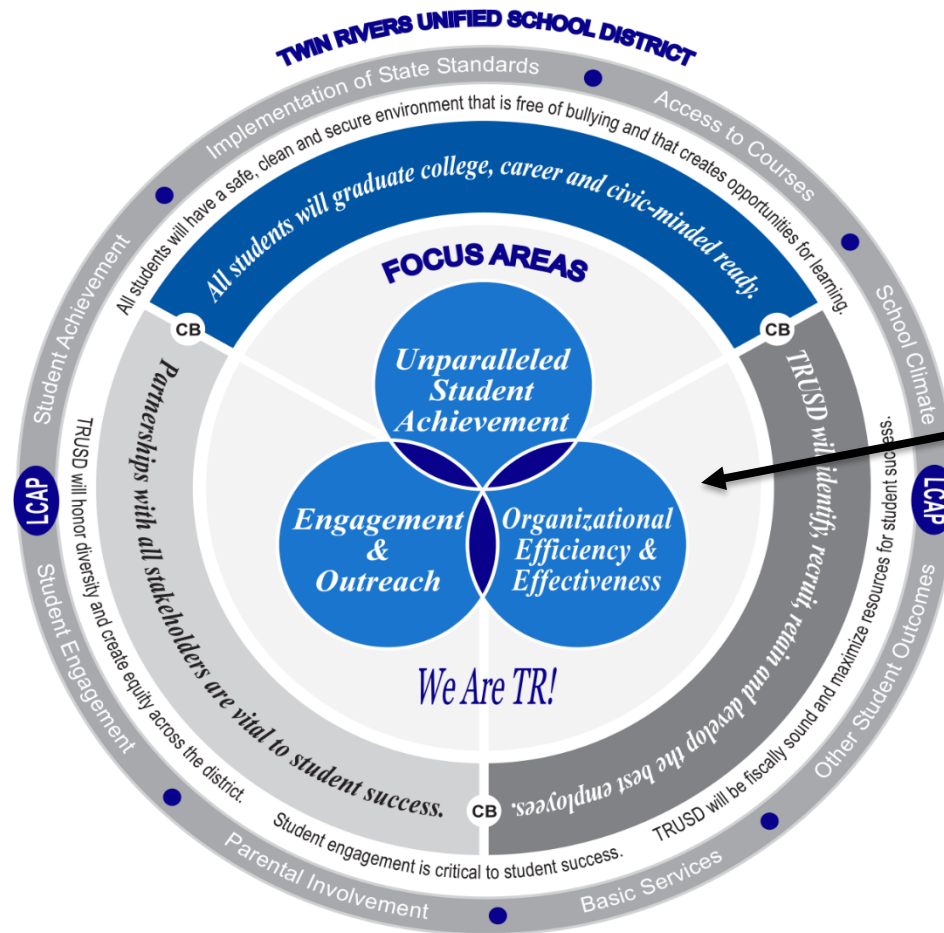
Peer Assistance and Review (PAR) Pilot Program Update

Presentation to the Board of Trustees
March 7, 2017

Andrew Withers, Director of Professional Development K-12
Betty von Werlhof, Director of Human Resources
Kristin Finney, TRUE President

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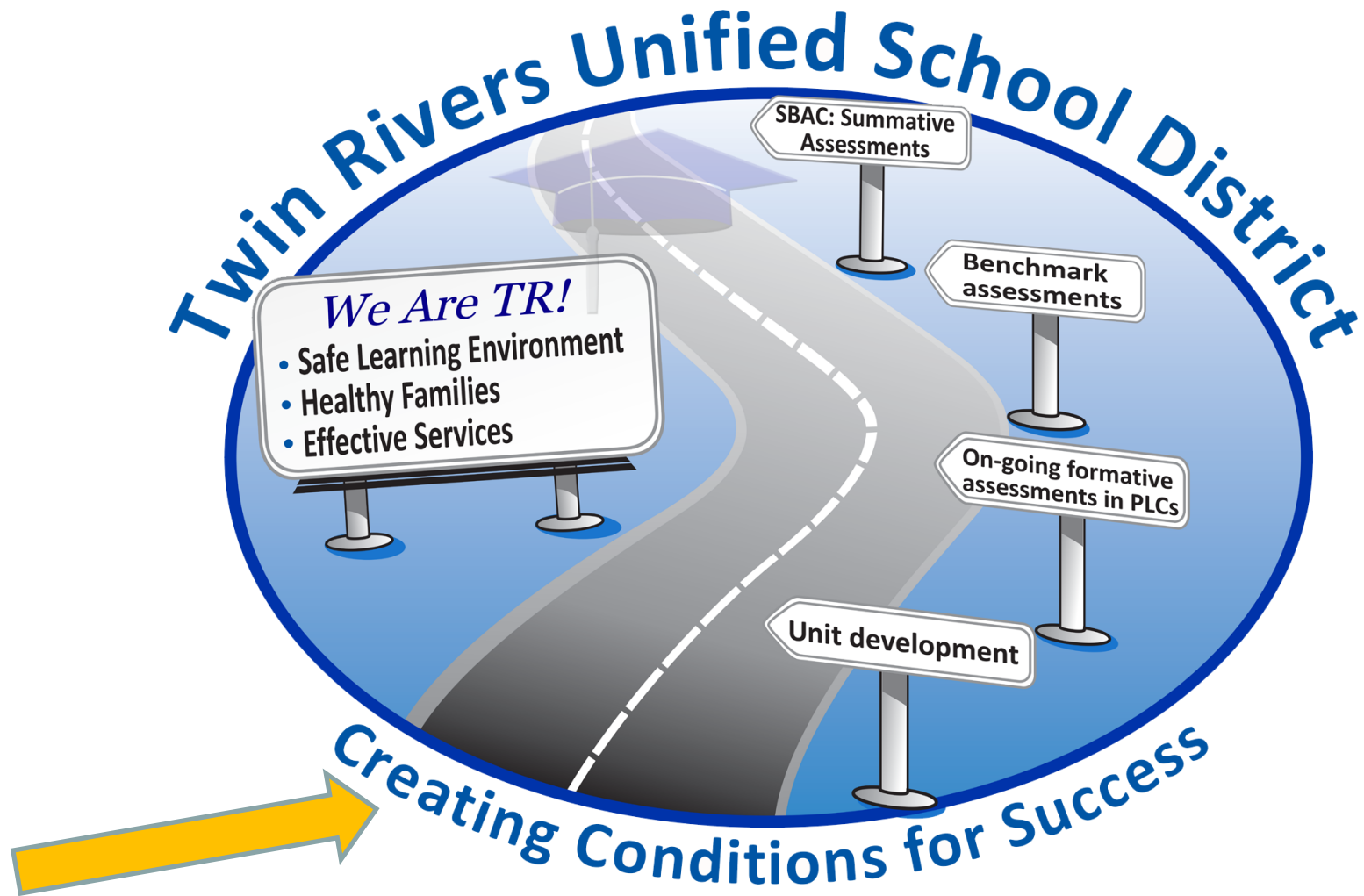


CB: TRUSD Core Beliefs

LCAP: California Local Control Accountability Plan / Eight State Priorities

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PAR Pilot Program

Developed with Input From:

- TRUE Membership
- District Leadership
- PAR Design Team



PAR Support:

- Represents a qualitative shift in how our system supports and evaluates teachers and is grounded in best practices

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PAR Support Team

PAR Leadership

- Director PD – Andrew Withers
- Director HR – Betty Von Werlhof
- Coordinator – Lynda Nichols
- Clerk – Karen Hall

PAR Mentors

- Elementary Teacher Mentor
- Secondary Teacher Mentor

PAR Development Committee 2015-2016

-TRUE Representatives - Kristin Finney, Chris Moran, Crystal Grooms, Jeanette Providence, Marilee Marsh, Linda Powell

-District Representatives - Dr. Noguchi, Betty von Werlhof, Lynda Nichols, Jim McLaughlin, Diedre Barlow

PAR Panel 2016-2017

- Appointed by TRUE – Kristin Finney, Olivia Wilkins, Rebecca LeDouz, Catherine Roller
- Appointed by the Superintendent – Betty Von Werlhof, Brian Welborn, Ellen Giffin
(2 year commitment)

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PAR Pilot Goals

- Provide consistent individualized and focused support to empower veteran teachers to improve their classroom practices to positively influence student success
- Identify and remove barriers that impact instructional effectiveness
- Provide ongoing focused coaching, support, and mentoring



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PAR Pilot Support

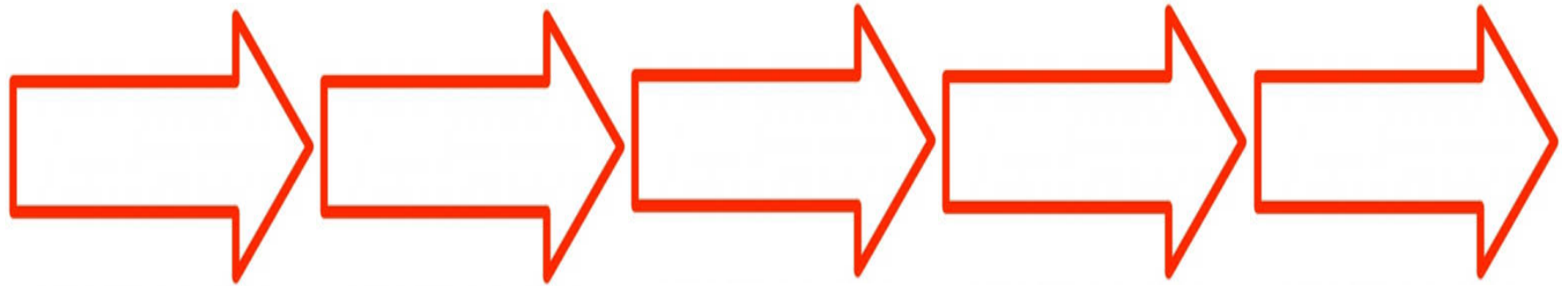


- PAR Mentors provide regular and timely instructional supports
- The PAR Panel, including site principals, ensures barriers are removed and needed supports are in place
- Participating Teachers receive ongoing support as frequently as necessary and appropriate

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PAR Support Process



Teacher
Identified
Through PAR
Panel Process

Support
Provided

Support
Provided

Support
Provided

PAR Panel
Meeting To
Review Support
and Progress

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Panel Updates

- The PAR Panel has met four times this year to review the progress of our seven PAR Pilot Teachers and to ensure the provided supports are having a positive effect
- At Panel Meetings members review evidence of progress while mentors and site principals answer questions from panel members
- The Final Panel meeting is scheduled for April 28th

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Goal



-The goal is to have the PAR program jointly supported by TRUE Membership and District Leadership as an appropriate and necessary intervention for struggling veteran teachers

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Next Steps



- Continue with the Pilot program through the end of 16-17
- Review PAR Panel support recommendations
- Monitor TRUE support to determine the program designs for 17-18

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Will PAR Continue Next Year?

- The PAR Design Committee met in December and again on March 6th to work through concerns in an ongoing effort to move the program forward
- The committee understands a second PAR Pilot year might be needed to provide refinement

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Questions or Comments?



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