

ARTICLE XXII

PEER ASSISTANCE AND REVIEW (PAR)

A. Preamble

This Article is intended to implement the provisions of Chapter 4 of the Statutes of 1999 with respect to the Peer Assistance and Review program (PAR), as it may be amended, and any applicable regulations. The Escondido Elementary Educators Association and the Escondido Union School District strive to provide the highest possible quality of education to the students assigned to the district. Both parties agree that optimum student performance can be achieved only if there is a fully qualified teacher in every classroom. In order for students to succeed in learning, teachers must succeed in teaching. The parties believe that all teachers, even the most skilled, must focus on continuous improvement in their professional practice. The parties agree to cooperate in the design and implementation of a professional development program to improve the quality of instruction through expanded and improved staff development, peer assistance, and professional accountability. The parties agree the focus of the Peer Assistance and Review Program shall be to provide assistance, not to evaluate Bargaining Unit Members. Teachers recommended to the program are viewed as valuable professionals who are entitled to have resources available to them to enhance continuous performance improvement.

B. As soon as negotiations are concluded on a PAR process, the District shall provide the required certification that PAR will be implemented July 1, 2000.

C. Peer Assistance and Review Panel

1. The PAR Panel will consist of five (5) members. Members of the PAR Panel will include three (3) members selected by the Association, and two administrative representatives selected by the District. The PAR Panel will establish the operational procedures of the Panel.
2. The PAR Panel will establish its meeting schedule to include Panel Meetings, classroom observations, workshops, trainings and any other related activities deemed appropriate. To hold meetings, four of the five members of the PAR Panel must be present. Such meetings may take place during the regular workday, in which event teachers who are members of the Panel will be released, from their regular duties without loss of pay. PAR Panel members shall receive a \$3,000 yearly stipend for services on the PAR Panel.
3. The PAR Panel shall be responsible for selecting Consulting Teachers (defined in Section E). Written confirmation of participation in the PAR program will be provided by the PAR Panel to Participating Teachers, referred teachers, Principals or immediate supervisors, and Consulting Teachers.
4. The PAR Panel, either by consensus or majority vote, will adopt Guidelines for implementing the provisions of this Article. The guidelines will be consistent with the provisions of the Agreement and the law, and to the extent that there is an inconsistency, the Agreement will prevail and, to the extent the Agreement is inconsistent with the law, the law will prevail. A copy of the PAR Handbook is available on request to the PAR Panel.
5. The PAR Panel will assign the Consulting Teacher to a Participating Teacher. The PAR Panel may create positions paid by stipend or positions that are full time released. The Participating Teacher may appeal the Panel's designation of a Consulting Teacher to the Panel in accordance with procedures developed by the Panel. The Participating Teacher has the right to meet with the PAR Panel to discuss the assignment of the Consulting Teacher. PAR will meet with the Participating Teacher within two weeks of notification.
6. It is intended that all documentation and information related to participation in the PAR Program be regarded as a personnel matter, and as such is subject to the personnel record exemption in Government Code 6250 et seq. All proceedings and materials related to evaluation, reports and other personnel matters shall be strictly confidential.

Therefore, PAR Panel members and Consulting Teachers may disclose information only as necessary to administer this Article.

7. The PAR Panel will approve trainers and/or training providers for Consulting Teachers both prior to the Consulting Teacher's participation in the programs and during the Consulting Teacher's term of office.
8. The PAR Panel reviews the final report prepared by the Consulting Teacher and makes a recommendation(s) to the Board of Trustees regarding the referred Participating Teacher's progress in the PAR Program.
9. The PAR Panel is responsible for evaluating annually the impact of the PAR Program in order to improve the program.
10. The PAR Panel will determine the number of Consulting Teachers in any school year, based upon participation in the PAR Program and the budget available.

D. Participation in PAR

1. A teacher who participates in PAR is an employee who receives assistance and coaching to improve instructional skills, classroom management, knowledge of subject, and related aspects of teaching performance. There are three (3) categories of participants in priority order.

a. Participating Teacher (PT)

- 1) The purpose of participation in the PAR program is to help correct job-related deficiencies and to assist the veteran unit member in improving performance. Permanent employees who have received a negative evaluation as per Article XIV of the Collective Bargaining Agreement shall be required to participate in the PAR Program as an intervention. Unit members retain the right to grieve violations of the evaluation procedure.
- 2) The decision of the Principal to refer a permanent employee with a negative evaluation to the PAR Program will not be subject to the grievance procedure.
- 3) The Consulting Teacher will continue to provide assistance to the Participating Teacher until the end of year evaluation concludes that the teaching performance of the Participating Teacher is satisfactory.
- 4) The PAR Panel will forward its annual final report to the Board of Trustees.
- 5) The record of the Participating Teacher's participation in the PAR Program may be used in the evaluation of the teacher pursuant to Education Code Section 44660 et seq.
- 6) The Participating Teacher shall receive the contract hourly rate Compensation for pre-approved staff development required beyond the regular work day/year not to exceed \$500.00. Expenditure requests beyond \$500 shall be presented to the PAR Panel for consideration on an individual basis.

b. Beginning Teacher (BT) Participants

- 1) In order to assist new employees successfully begin their careers in the District, newly hired unit members may participate in the PAR program through self or principal referral.
- 2) Guidelines for the Consulting Teacher will be approved and distributed by the PAR Panel.

c. Volunteer Teacher (VT) Participants

- 1) A permanent employee who seeks to improve his/her teaching performance may request the PAR Panel to assign a Consulting Teacher to provide peer assistance. It is understood that the purpose of such participation is to provide peer assistance, and that the Consulting Teacher will play no role in the evaluation of the teaching performance of a Volunteer Teacher Participant. The VT may

terminate his/her participation in the PAR Program at any time without requirement to give a reason for said request.

- 2) Unless requested by the VT, information obtained by the Consulting Teacher while working with the VT cannot be utilized in the evaluation process and/or as the basis for mandatory participation in the PAR process.
- 3) Requests by VT's for support will be considered annually.

E. Consulting Teachers

1. A Consulting Teacher is a permanent employee who provides assistance to a Participating Teacher pursuant to the PAR Program. Consulting Teachers will possess the following qualifications:
 - a. A permanent status unit member employed 50% or more by the District with at least three (3) years of full-time experience in the district.
 - b. Demonstrated exemplary teaching ability and knowledge of the California Standards for the Teaching Profession.
 - c. Extensive knowledge and mastery of subject matter, teaching strategies, instructional techniques, and classroom management strategies necessary to meet the needs of pupils in different contexts.
 - d. Ability to communicate effectively both orally and in writing.
 - e. Ability to work cooperatively and effectively with others.
2. A Consulting Teacher provides assistance to a participating teacher in improving instructional performance. This assistance will typically include:
 - a. Discussing Support Plan with the Participating Teacher and evaluator.
 - b. Multiple observations of the Participating Teacher during periods of classroom instruction.
 - c. Meeting and consulting with Participating Teacher (PT).
 - d. Demonstrating good practices to the Participating Teacher.
 - e. Using school district resources to assist the Participating Teacher and maintaining a written record.
 - f. Monitoring the activities of the Participating Teacher and maintaining a written record.
 - g. Making status reports to the PAR Panel for a referred Participating Teacher (PT).
3. In order to fill a position of Consulting Teacher, a notice of vacancy will be posted at all sites and at the district office. In addition to submitting an application form, each applicant is required to submit at least three references from individuals who have direct knowledge of the applicant's abilities to be a Consulting Teacher.
4. Consulting Teachers shall be selected by a majority vote of the PAR Panel after at least two representatives of the PAR Panel have conducted a site visitation and a classroom observation of all final candidates.
5. Consulting Teachers will be trained to both offer peer assistance and to understand the specific functions of the PAR Program. The Panel will monitor and evaluate the effectiveness of the Consulting Teacher. The PAR Panel may remove a Consulting Teacher from the position at any time because of the specific needs of the PAR Program, inadequate performance of the Consulting Teacher or other just cause. Prior to the effective date of such removal, the PAR Panel will provide the Consulting Teacher with a written statement of the reasons for the removal, and, at the request of the Consulting Teacher, will meet with him/her to discuss the reasons.
6. Expenditures for the PAR Program shall not exceed revenues made available through the passage of ABIX, without mutual agreement of the PAR Panel, District and Association.
7. The number of Consulting Teachers in any school year will be determined by the PAR Panel based upon participation in the PAR program, the budget available and other relevant considerations.

8. If the PAR Panel deems a full-time Consulting Teacher is warranted, based upon the numbers of PT's identified (minimum 10), the teacher will be released for one school year and may reapply for up to three years of consecutive service. Upon completion of his/her service as a Consulting Teacher, the teachers will have the right to return to his/her previous school of assignment.
9. A Specialist Consulting Teacher shall be paid an hourly per diem rate to meet specialized needs of classifications not ordinarily covered by "classroom" teachers. PAR Panel shall contract with and assign SCT's as necessary.
10. A Consulting Teacher will receive a \$2,000 stipend for required training and record keeping and \$2,000 additional for coaching each Participating Teacher assigned by the PAR Panel (upon signing the Support Plan). If the Consulting Teacher needs to assist a Participating Teacher beyond 40 hours and approval is granted by the PAR Panel, the CT will be compensated at a rate of \$25 per hour. A Consulting Teacher may be assigned Voluntary Teachers or Beginning Teachers with the following compensation: \$25 per hour for each VT/BT up to 20 hours (extra hours may be granted by the PAR Panel). Stipends and other expenses necessary to support all aspects of the PAR program will not exceed state funding provided for the program. The Association and the District will reconvene to discuss alternatives to the program if state funding no longer supports the program.
11. The PAR Program encourages a cooperative relationship between the Consulting Teacher, Participating Teacher and the Principal with respect to the process of peer assistance and review. Prior to working with a Participating Teacher, the Consulting Teacher will meet with the Principal or immediate supervisor to review and discuss the Support Plan.
12. At the request of the Participating Teacher or the Consulting Teacher, the PAR Panel may assign a different Consulting Teacher to work with the Participating Teacher at any time during the year.
13. The district agrees to indemnify and hold harmless any Association members on the PAR Panel, and Consulting Teachers from any liability arising out of their participation in the PAR Program pursuant to California Government Code Section 810, et seq.
14. Functions performed by bargaining unit members, as part of the PAR program shall not constitute either management or supervisory functions.