Peer Assistance and Review (PAR)

Improving Teacher Quality Through Peer Assistance and Review

Bensenville School District 2©
Bensenville, Illinois

October 24, 2014
Peer Assistance and Review (PAR) relies on proven, expert teachers, often called Consulting Teachers, to share their knowledge with and assess the performance of beginning teachers.
You’re one of them now!

Who do you think you are?

You’re not a real evaluator!
The PAR Panel uses information from Consulting Teachers to make recommendations to the superintendent regarding the employment status of teachers.
Oh, the PAR Panel is meeting today…

I wonder who will still have a job!

So, is the Union taking over my job now?
Between 40% and 50% of new teachers leave the profession within the first five years.

—R. Ingersoll, 2012

http://www.educationworld.com/a_curr/why-are-teachers-leaving-profession.shtml#sthash.ILckS9Qi.dpuf
Teacher attrition has grown by 50 percent over the past 15 years—costs roughly $7 billion a year, as districts and states recruit, hire, and try to retain new teachers. "There is this idea that we can solve the teaching shortage with recruitment," says President Tom Carroll. "What we have is a retention crisis."

-C. Kopkowski, 2008
Teacher Effectiveness and Student Achievement

Peer Assistance and Review

- Student Achievement
- Professional Development
- Teacher Evaluation
- Induction & Mentoring
Qualitative Data

- New Teacher Survey
- Consulting Teacher
- Formative Data
- Focus Interviews with Key Audiences Involved in Program
- Site Visits
Quantitative Data

- Retention Rates/ Dismissals/Non-renewals
- Rates of New Teachers Moving to Tenure
- Beginning, Developing, Secure Progress Monitoring
- Changes Related to Impact of Program (e.g., curricular, instructional, assessment)
- Achievement of Students
Benefits

- Institutes higher performance standards for teachers;
- Implements more effective, research-based professional development;
- Engages teachers as peer reviewers in the teacher evaluation process;
- Provides principals with partners in the evaluation process to eliminate a one-person’s point of view perspective;
- Provides educators with more effective and useful feedback; and
- Removes low-performing teachers from the profession.
Budget Considerations

- Reduction in teacher turnover through high quality induction experiences
- Opportunities for alternative career paths for master teachers who might leave the profession
- Limiting of legal expenses associated with dismissing of tenured teachers
- Can replace other district functions, such as induction and some professional development less effective in improving teacher practices
Contact Information

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Bensenville Elementary District 2
Who are we?

Demographic Information

- Hispanic, 65%
- White, 25%
- Black, 3%
- Multi/Other, 3%
- Asian, 4%

EC Though 8th Grade
2,157 Students, 40% ELL
60% Free/Reduced Lunch

National Blue Ribbon Award-2011