

**CLOVIS UNIFIED
SCHOOL DISTRICT****PERSONNEL**

Certificated

**TEACHER SUPPORT AND GUIDANCE/PEER ASSISTANCE AND REVIEW
PROGRAM**

PURPOSE: To provide for support and guidance to teachers and participation in the Peer Assistance and Review Program.

The District establishes a Peer Assistance and Review (PAR) program to allow exemplary teachers to assist teachers in need of development in subject matter knowledge, teaching strategies, or both. The District believes that it is imperative that our teachers provide the highest possible quality of education. In order for students to succeed in learning, teachers must succeed in teaching. PAR teachers will provide support and guidance for pre-intern, intern, emergency teachers, fully certificated probationary and permanent teachers. PAR teachers will facilitate opportunities for professional growth and renewal. PAR teachers will be called upon to serve in leadership roles in the development and implementation of innovative programs and practices that are aligned to the California Standards for the Teaching Profession.

The PAR Program will serve as the umbrella organization for the District's entire peer coaching and teacher support services. This includes, but is not limited to, Pre-intern Program, Teacher Induction Program, Permanent Teacher Intervention Program, and Permanent Teacher Peer Coaching Program. The Superintendent or designee shall coordinate individualized teacher support and guidance activities developed pursuant to this policy with other District staff development programs and staff evaluation processes.

Support providers in the PAR Program shall be experienced certificated personnel who are knowledgeable about teacher development and needed competencies and have strong interpersonal and communication skills. Support may include, but is not limited to, classroom observations, regular meetings with the support provider, and an individualized plan for professional development or coursework that takes into consideration the teacher's assignment and prior preparation and experience. The roles and responsibilities of support providers shall be clearly defined in writing and communicated to all participants.

Teachers may volunteer to participate in a teacher support and guidance program within the PAR Program or may be referred to such services based on their performance evaluation.

As specified by law, a Joint Teacher-Administrator Peer Review Panel shall be organized for the purpose of program oversight. The Joint Teacher-Administrator Peer Review Panel (Panel) shall be comprised of certificated classroom teachers chosen to serve on the panel by other certificated classroom teachers. (Education Code 44502) The remainder of the Panel shall be composed of school administrators chosen to serve on the panel by the Superintendent or designee. (Education Code 44502) The performance of a participating teacher shall be monitored by the Panel to determine whether the teacher has met program goals and to make recommendations for follow-up support or employment action, as appropriate.

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The Superintendent or designee shall regularly evaluate the District's teacher support and guidance programs and shall report to the Board regarding program effectiveness in meeting District goals for teacher quality and retention. Evaluation reports may include, but are not limited to, data on program enrollment and completion, subsequent retention rates of participating teachers, and interviews or surveys of program participants.

Beginning Teacher Induction Program

The Superintendent or designee shall inform beginning teachers who possess a preliminary credential about induction programs or other options that are available to help them fulfill the requirements of the clear multiple subjects, single subject, or education specialist credential pursuant to Education Code section 44259.

The District's beginning teacher induction program shall meet program standards adopted by the California Commission on Teacher Credentialing and shall support beginning teachers in meeting the competencies described in the California Standards for the Teaching Profession.

Adopted: 01/11/1984

Amended: 01/28/1986, 05/01/1987, 09/11/1987, 05/13/1992, 03/08/2000, 02/22/2006,
10/21/2020 (BP 6209 renumbered as BP 4131.1), 11/09/2022

EDUCATION CODE

44259 Credential requirements

44259.5 Standards for professional preparation programs

44275.4 Credential requirements, induction, out-of-state teachers

44325-44328 District interns

44450-44468 University interns

44502 Joint Teacher Administrator Peer Review Panel

44830.3 Interns, professional development and guidance

CODE OF REGULATIONS, TITLE 5

80021 Short-term staff permit

80021.1 Provisional internship permit

80026.5 Orientation, guidance, and assistance for emergency permit holders

80033 Intern teaching credential

80055 Intern credential

80413 Credential requirements

80413.3 Credential requirements; teachers with out-of-state credentials

UNITED STATES CODE, TITLE 20

6601-6692 Preparing, training and recruiting high quality teachers and principals

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