

PAR



Career Teacher Intervention Process

1. Referral submitted to PAR Facilitator after collaborative intervention has been completed with an unsuccessful outcome. Both teacher and principal must read and sign the referral and intervention process form.
2. Team of one teacher and one administrator from the PAR Panel sent to observe teacher being referred.
3. Decision to accept or deny the referral is made by the PAR Panel. If the referral is not accepted by the panel the process will revert back to Performance Assistance as per the written agreement.
4. If accepted, a Consulting Teacher (CT) is assigned to provide support and observations with feedback.
5. Intervention cycle:
 - A. Consulting Teacher meets with principal and Participating Teacher (PT) together. Consultation with principal will continue weekly.
 - B. An intervention plan will be developed collaboratively which identifies the area(s) of concern, resources needed, and expected standards of successful performance.
 - C. Timeline to be 30 school days for the initial area of concern. Agreement of timeline will be made during initial Consulting Teacher/Participating Teacher conference and by the PAR panel.
 - D. Consulting Teacher intervention/visitation schedule for Participating Teacher:
 - a. Week one - Consulting Teacher visits/observes Participating Teacher one entire school day to finalize intervention plan.
 - Two additional half-day observations/consultations/intervention
 - Joint observation with principal for the purpose of calibration
 - b. Week two – four - Two half-day observations/consultations/interventions. CT/PT Conference including written feedback and report of progress.
 - c. Week five - Unscheduled observations by CT. CT/PT conference including written feedback and report of progress.
 - d. Week six - Joint observations with principal and CT. CT/PT conference with principal and PAR Facilitator including written final summative recommendation.
 - E. CT shares recommendation with PAR Panel.
6. Conclusion of process
 - A. Decision made by PAR Panel with recommendation from CT and input from the principal.
 - B. Possible outcomes:
 1. Recommend continuing employment/return to the classroom upon teacher meeting criteria for an Effective or Highly Effective rating in the area(s) of concern
 2. Recommend for termination
 - C. All decisions made by the PAR Panel are final

I have read and understand the above procedures for PAR intervention:

Teacher’s Signature: _____ Date: _____

Principal’s Signature: _____ Date: _____