PAR is the acronym for Peer Assistance and Review. The PAR program offers a unique approach to supporting teachers that enable exemplary teachers to assist their peers in subject matter knowledge, classroom management and teaching strategies.

**PAR Joint Panel**

The Joint Panel is the governing body that oversees the hiring of Consulting Teachers and administration of the PAR program. Panel members include SBTA members and District Administrators.

**For information contact:**

Employee Development Department  
(909) 381-1110  
777 N. F Street  
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SBCUSD COMMUNITY ENGAGEMENT PLAN STRATEGY 2

Coaching and Mentoring

We will strengthen human capacity through systems of coaching and mentoring throughout the organization.

Frequently Asked Questions

What type of support is provided?

- Teachers coaching teachers
- Confidential and non-evaluative one-on-one support
- PAR-sponsored trainings
- Observations of SBCUSD Demonstration Teachers
- Access to a diverse library of instructional materials and resources
- Establish goals with a plan for action and implementation
- Reflective conversations

Who is eligible for PAR support?

- **Mandatory Participation:** Unit members receiving an overall “Unsatisfactory” performance rating based all or in part on unsatisfactory ratings in the California Standards for the Teaching Profession (CSTP)
- **Voluntary Participation** (Joint Panel must approve application to participate):
  - Unit Members receiving an overall “Partially Meets” performance rating based on areas of the CSTP have the option to self refer.
  - Unit Members seeking assistance in improving their teaching skills or who are working toward goals on an Assistance Plan also have the option to self-refer.
  - Unit Members new to the district:
    - Interns: Unit members who are participating in accredited university internship
    - Pre-Interns: Unit members who are participating in accredited university internship, but have not yet completed the required units/credits
    - Emergency Credentials: Unit members who have BA degrees and hold emergency credentials Provisional Internship Permit (PIP), Short-Term Staff Permit (STSP)
    - Clear Credentials: Unit members who possess clear credentials and are new hires to the district (P1, P2)

Who will be my coach?

- PAR Consulting Teachers are credentialed classroom teachers who have demonstrated exemplary teaching abilities and possess a minimum of five years teaching experience. PAR Consulting Teachers demonstrate the following:
  - Effective communication skills
  - Subject matter knowledge
  - Mastery of a range of teaching strategies
  - Understanding of the California Standards for the Teaching Profession (CSTP)
- The PAR Joint Panel appoints PAR Consulting Teachers

What is Start Strong?

- Start Strong is a teacher workshop conducted by the PAR Team to provide teachers with professional growth opportunities to increase capacity in instructional and classroom management practices. Start Strong is presented annually during the summer to equip teachers with the tools needed to “start” the school year off “strong”.

Who can help me?

- PAR Consulting Teachers are credentialed classroom teachers who have demonstrated exemplary teaching abilities and possess a minimum of five years teaching experience. PAR Consulting Teachers demonstrate the following:
  - Effective communication skills
  - Subject matter knowledge
  - Mastery of a range of teaching strategies
  - Understanding of the California Standards for the Teaching Profession (CSTP)
- The PAR Joint Panel appoints PAR Consulting Teachers