

Santa Maria Joint Union High School District
CONSULTING TEACHER PROGRAM

Background:

The District and the Association have established and will maintain a program to provide assistance to teachers whom are in need of or desire peer support and/or professional growth. The Peer Assistance Program (PAR Program) will provide assistance in subject matter knowledge, maintaining a suitable learning environment, and/or teaching methods in order to increase student achievement.

The PAR Committee shall consist of four (4) teachers, three (3) administrators and the PAR Coordinator.

Qualifications:

A Consulting teacher is a permanent certificated teacher who provides assistance to a Participating Teacher under the PAR Program. Consulting Teachers shall possess the following minimum qualifications:

- At least four (4) years of recent classroom teaching experience in the District.
- Demonstrated exemplary teaching ability based on the criteria contained in the California Standards for the Teaching Profession.
- Demonstrated knowledge and mastery of subject matter, teaching strategies, instructional techniques, and classroom management strategies necessary to meet the needs of pupils in different contexts.
- Ability to communicate effectively both orally and in writing.
- Ability to work cooperatively and effectively with others.
- Flexibility.

Responsibilities:

- The Consulting Teacher, the Participating Teacher, and the Participating Teacher's Evaluator shall meet with the PAR Coordinator to review the specific teaching/instructional areas identified as unsatisfactory or needing improvement in the Participating Teacher's final evaluation. An assistance plan shall be developed between the Consulting Teacher and the Participating Teacher. The plan will be kept on file with the PAR Coordinator.
- The Consulting teacher shall assist Participating Teachers, voluntary or referred, by demonstrating, observing, coaching, conferencing, referring or by other activities, which, in their professional judgement, shall assist the Participating Teacher.
- The Consulting Teacher shall monitor the progress of the Referred Participating Teacher through multiple observations and weekly meetings with said teacher and shall provide periodic interim reports to the Referred Participating Teacher and the PAR Committee for discussion and review.
- The Consulting Teacher shall complete a final activity report of the Referred Participating Teacher's participation in the assistance plan.
- The Consulting Teacher can be released from regular duties (up to 15 hours) without the loss of compensation when necessary to carry out their responsibilities during the school day. If more time is needed, prior approval of the PAR Coordinator will be necessary. The term of the Consulting Teacher shall be one (1) year, which may be extended by the PAR Committee with year-end evaluation, for a total of three (3) years.
- The Consulting Teachers' duties may be performed during the instructional day, and/or before and after school.

Selection:

- The PAR Panel will be responsible for recommending candidates for the position of Consulting Teacher to the Superintendent for approval by the Board of Trustees.

Copies of the complete tentative agreement of the Peer Assistance Program are available upon request from Doris Lewis, PAR Coordinator, or John Robertson, Assistant Superintendent, Human Resources.