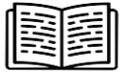


Peer Assistance & Review Program



What is PAR?

PAR, or Peer Assistance and Review, is an effort by school district administrators and teachers to improve teacher quality by having expert and experienced teachers mentor and evaluate their peers. The goal of the program is to support great instruction and retain teachers in our schools.



How does it work?

A team of expert teachers mentor both new teachers and struggling veterans. These “Consulting Teachers” help to launch the careers of new teachers, renew the work of veteran teachers, and make employment recommendations. With the aim of retaining high quality teachers in every classroom.



“Research shows that teachers learn their craft best from other teachers... PAR programs allow for job-embedded support where teachers in need get real-time feedback on lessons and support in how to measure learning”

--Bonnie Cullison, VP of NEA Foundation



What are the benefits?

Consulting teachers help with professional growth planning, classroom setup, lesson planning, management strategies, etc.

Districts with PAR programs boasted first-year retention rates averaging 90 percent, far exceeding the national average. Such retention yields substantial savings, because estimates show it can cost \$10,000-\$20,000 to replace a novice teacher.

Additionally, peer evaluators assist administrators in developing new teachers at a faster pace, provide hands-on experience with what works, introduce the teacher’s perspective into the evaluation process, and build leadership opportunities for teachers within the profession.



Does it work?

Yes. Districts that have adopted PAR programs show higher rates of both retention of new teachers and non-renewal of ineffective teachers.



Where has it been implemented?

While PAR programs have proven to be effective across the country, only one district in Utah, Salt Lake City School District, has implemented the program.



By the numbers...

In its fourth year, SLCS D PAR Consulting Teachers have worked with 163 novice teachers entering the profession, and for the second year in a row have services available to every novice teacher.