

Peer Assistance and Review Pilot Program

H.B. 115 (2012)



Prepared by the

Utah State Office of Education

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PEER ASSISTANCE AND REVIEW PILOT PROGRAM HOUSE BILL 115

TEACHING AND LEARNING
SYDNEE DICKSON, DIRECTOR

SEPTEMBER 18, 2013

SUMMARY

PROGRAM BACKGROUND:

The PEER Assistance and Review Pilot Program (PAR) was established during the 2012 General Session of the legislature by sponsor Carol Spackman Moss, in order to improve teaching and learning in Utah schools. The bill appropriated \$300,000 in one time non-lapsing money for a three-year pilot in order to test a nationally successful model with Utah teachers.

The PAR program consists of two main components; consulting teachers who work with both novice and struggling career teachers, and a panel of teachers who make recommendations to district leadership about retention and employment. The first year of the program is spent on creating conditions for the program to be successful by getting buy in from the educators in the system, working with the local teacher association, determining criteria for selecting consulting teachers, assembling the PAR panel, and training for both the consulting teachers and panel members. Year two focuses on the direct work with teachers by the consulting teachers and the PAR Panel. Year three is a refinement of lessons learned in year two and expansion of the program. Measurable outcomes for success include retention of effective novice teachers, successful remediation of veteran teachers as evidenced through evaluation ratings, and removal of perpetual ineffective educators.

PILOT DISTRICT:

Grant applications were sent to all school districts summer 2012. Salt Lake School District was selected based on their application demonstrating a commitment to ensuring successful implementation. Year one budget reflects the program development activities. Year two expenditures include the hiring of consulting teachers and associated expenses. The PAR panel will meet throughout the year to hear reports from consulting teachers and make recommendations for program adjustments where needed. The PAR panel will make recommendations for employment in the spring, based on information from the consulting teachers.

Salt Lake School District is working in tandem with the Salt Lake Teachers Association to ensure successful implementation. Participants are reporting high levels of satisfaction by novice teachers and principals who have recommended veteran teachers in need of intervention in one or more of the Utah Effective Teaching Standards.

NUMBER OF PARTICIPANTS:

2 consultant teachers working with 22 novice teachers and 10 career teachers in 5 elementary schools with intent to expand year three.



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BUDGET:

All expenditures in budget are compliant with allowable expenses outlined in bill.

Salt Lake City School District		Financial Statement			8/5/2013
		7/1/2012 To 6/30/2013			
Description	Revised Budget	Working Budget	Revenue/Expend	Balance	
Staff Development	\$110,200.00	\$110,200.00	\$72,499.00	\$37,701.00	
Salary, Teacher N/C	\$81,241.00	\$81,241.00	\$60,246.24	\$20,994.76	
State Retirement	\$16,459.00	\$16,459.00	\$11,853.16	\$4,605.84	
Social Security	\$6,215.00	\$6,215.00	\$4,604.08	\$1,610.95	
Workers Compensation	\$285.00	\$285.00	\$150.07	\$134.93	
Professional Contract Services	\$0.00	\$0.00	\$0.00	\$0.00	
New Equipment	\$6,000.00	\$6,000.00	\$72.00	\$5,928.00	
Revenue Total:	\$110,200.00	\$110,200.00	\$72,499.00	\$37,701.00	
Expense Total:	\$110,200.00	\$110,200.00	\$76,925.55	\$33,274.45	

NOTE:

Legislative intent was a \$300,000 allocation per year over a three-year grant period. Analysts discovered error in appropriation in 2013 and provided \$30,000 as part of project requests by House members. Legislative 2014 session allocation will need to reflect \$300,000 in order to continue year three of the pilot.