WASHOE COUNTY SCHOOL DISTRICT
Office of Human Resources
Post-Probationary Developing Teacher Year One
Peer Assistance and Review (PAR) Support

1st year rated Developing

Principal discretion to place teacher on a Focused Assistance Plan with Area Superintendent approval

Yes

FAP developed with teacher input by 2nd week in May

Yes

Work towards instructional improvement for minimum of 6 weeks

No

Principal discretion to make PAR referral if desired progress is not achieved

No

Continue with FAP as needed

Principal completes formal evaluation 40th, 80th, 120th day of instruction

Principal completes observation 40th, 80th, 120th day of instruction

Principal and CT present to Panel after 40th, 80th day observations

Principal and CT present to Panel in May and give recommendations on Client status

Panel develops recommendations on Client status at May hearing

Principal completes formal evaluation 3rd Monday in April

Panel provides guidance to Principal and CT for FAP revision and instructional support of Client

Principal and CT meet between Panel hearings to collaborate on Client support

Panel completes formal evaluation 3rd Monday in April

Return to PGS formal evaluation

2nd year of PAR

Non-renewal of contract

Consulting Teacher (CT) assigned (if not already)

Principal notifies PAR Coordinator & Area Superintendent of PAR referral - August 30 deadline

Yes

Consulting Teacher completes 2 peer observations per semester and ongoing consultation

No

Continue with FAP as needed

Principal completes formal evaluation 40th, 80th, 120th days of instruction

Principal completes formal evaluation 3rd Monday in April

CT completes 2 peer observations per semester and ongoing consultation

Panel develops recommendations on Client status at May hearing

Principal completes formal evaluation 3rd Monday in April

Non-renewal of contract