



INSERT OFFICE OR DIVISION NAME

To: OUSD Board of Education
From: Monica Rasmussen, Consulting Teacher PAR
Subject: **Peer Assistance and Review**
Date: February 8, 2017

OVERVIEW & OBJECTIVE

- What is the goal of the initiative?

To provide focused high-quality support and coaching to teachers in order to increase their ability to effectively teach all their students and create a collaborative culture within OUSD.

- How does it align to our vision, mission and strategic plan?

VISION:

All OUSD students will find joy in their academic experience while graduating with the skills to **ensure they are caring, competent, fully-informed, critical thinkers who are prepared for college, career, and community success.**

Mission:

Oakland Unified School District (OUSD) will build a Full Service Community District focused on high academic achievement while serving the whole child, eliminating inequity, and providing each child with **excellent teachers**, every day.

Strategic plan:

Strategy 1-Effective Talent Programs Our work starts with our people. We need to make OUSD the premier employer for educators in the Bay Area. This means we must recruit the best talent, create a system that cultivates their growth, and develop a culture that facilitates high retention of effective employees.

SUMMARY

PAR is a collaborative effort by OEA and OUSD to support and renew quality teaching in every classroom. PAR was allocated 6 Consulting Teachers in 2016-17 and is expected to maintain this level of staffing. PAR consists of 5 full time release teachers who are serving a 3 year term. Coaches are currently serving 33 schools and working with nearly 100 teachers. PAR is currently planning outreach for 2017-18 to serve new and veteran teachers.