

career in teaching

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PEER ASSISTANCE and REVIEW in ROCHESTER, N.Y. Sections 55 and 56 of collective bargaining Agreement

I. Governance by Career in Teaching Joint Governing Panel:

- 6 teachers appointed by the RTA president
- 6 administrators appointed by the district superintendent
- The 9 Professional Expectations- Pedagogy, School Quality, Content, Home Involvement, Professional Development, Human Development/Social Context, Community Relationships, Management, and Responsibility to the Profession

II. Peer Assistance and Review for Non-Tenured Teachers:

- Mentor/Intern Program (since 1986-87)
- Lead Teacher/Mentors selected to induct new teachers to the district
 - Advocates- help interns with lesson plans, classroom management, etc.
 - Evaluators- observations and written status reports to CIT Panel
 - CIT Panel makes recommendations to the district regarding continued employment
 - Intern Appeals Process- appeal to the Panel and/or grievance

III. Peer Assistance and Review for Tenured Teachers:

- Teacher Evaluation Selection- 2 choices
- Performance Appraisal Review for Teachers(PART)/Summative
 - 3 year process with peer review of the plan and work
 - 3rd year Summative Review with structured interview with 2 teachers and immediate administrator
 - Administrative Review-annual "traditional" review by observation/evaluation via administrator
 - Professional Support-any teacher may volunteer for confidential assistance via the Mentor Program

IV. Intervention: formal process for tenured teachers having serious difficulties with delivery of instruction(section 56 of CBA)

Recommendation by either administration or teacher contingent of School-Based Planning Committee meeting separately

CIT Panel makes determination as to whether to offer or not offer Intervention services
A teacher may volunteer for Intervention if offered
See reverse side for due process regarding Intervention

Rochester, NY

**Collective Bargaining Agreement
Section 56**

