



LOS ANGELES UNIFIED SCHOOL DISTRICT



Superintendent, John E. Deasy, Ph.D.
Administrator, Gina Smith-DeVille

Los Angeles Unified School District
Teacher and Administrator Development Branch

PEER ASSISTANCE AND REVIEW JOINT GOVERNANCE PANEL

PAR PANEL MEMBERS

Elaine Kinoshita Co-Chair	Local District 4 Administrator of Instruction
Brian Simily Co-Chair	Teacher Woodland Hills Academy
Regina Bryant	National Board Certified Teacher Palms Elementary School
Michael de la Torre	National Board Certified Teacher Bryson Elementary School
Carmen Esterman	Teacher Nevin Elementary School
Walter Flores	Local District 6 Principal Leader
Margaret Kim	Local District 3 Principal Leader
Milica Mladinich	Principal President Elementary School
Brian Muller	Teacher San Fernando High School

PEER ASSISTANCE AND REVIEW PROGRAM

Address: 333 S. Beaudry Ave. 14th Floor
Los Angeles, CA 90017

Office: Peer Assistance and Review
(PAR) Program

Telephone: (213) 241-5501
Fax: (213) 241-5498

Web Page: Visit: www.lausd.net
Click on "Offices" on the top bar.
Click on "Peer Assistance and
Review".

Coordinator: Marsha Oh-Bilodeau



**The PAR Program is jointly
governed by a panel of LAUSD and
UTLA members.**



**The Panel oversees the program's
policies and procedures focusing
on teacher effectiveness to
positively affect student learning.**

PAR PANEL GOVERNANCE STANDARDS



To operate effectively, the PAR Panel must have a unity of purpose and:

- keep the program focused on learning and achievement for all students
- communicate a common vision
- operate openly, with trust and integrity
- govern in a dignified and professional manner, treating everyone with civility and respect
- ensure fair treatment of all participating parties
- take collective responsibility for the Panel's performance.
- evaluate its own effectiveness
- pursue opportunities for innovation by considering input from other programs to inform Panel discussions, decisions, recommendations
- communicate and outreach to other District entities to collaboratively work towards having quality teachers in our classrooms

To be effective, members:

- keep learning and achievement for all students as the primary focus
- recognize and respect differences of perspective and style on the PAR Panel and among District and UTLA liaisons
- act with dignity and understand the implications of demeanor and behavior
- keep confidential matters confidential
- participate in professional development and commit the time and energy necessary to be an informed and effective leader and PAR Panel Member.
- understand that the representation of the PAR Panel is based on the decisions of the PAR Panel as a whole and not with individual panel members



As an effective PAR Panel, our responsibilities are to:

- govern policies and procedures within the Education Code parameters and Bargaining Unit agreements
- promote the PAR program and respond to policy and procedure inquiries
- select, oversee, train, and evaluate the Consulting Teachers so that the vision, goals and policies of the program can be implemented
- review Consulting Teacher reports and provide feedback and advisement to support and assist the Participating Teacher; monitor and ensure that adequate records are maintained
- monitor and evaluate the program to determine effectiveness and make improvements
- determine and submit findings to the Board of Education regarding the progress of Component 1 Participating Teachers