

The PAR Panel, consisting of five UTLA appointed representatives and four District appointed representatives, is the governing body of the PAR Program. At the end of each service year, the PAR Panel determines and submits findings to the Board of Education.



PAR Panel Members

Yavonka Hairston, Co-Chair	High School Principal
Brian Simily, Co-Chair	National Board Certified Teacher
Carmen Esterman	English Teacher
William Estrada	Elementary Principal
Margaret Kim, Ed.D.	Director, Region North
Jacqueline Lopez	BSAP Restorative Justice Teacher
Aurora Mireles	Elementary Teacher
Jumie Sugahara	Director, Early Childhood Education
Guadalupe Torres	Elementary Teacher



Superintendent
Alberto M. Carvalho

Chief Human Resources Officer
Francisco J. Serrato, Ed.D

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PEER ASSISTANCE AND REVIEW PROGRAM

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**Los Angeles Unified School District
Human Resources Division**

**PEER ASSISTANCE AND
REVIEW PROGRAM**

JOINT GOVERNANCE PANEL



PAR's purpose is to support and renew quality teaching in classrooms across the District. PAR provides service to referred teachers, non-permanent teachers, and teachers who volunteer to participate.

PAR Panel Governance Standards



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

To operate effectively, the PAR Panel must maintain 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 with other District entities to collaboratively work towards having quality teachers in our classrooms



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 to support 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



LAUSD and UTLA support PAR's strong, collaborative approach to teacher assistance and accountability.