

# Poway Professional Assistance Program

## PERMANENT TEACHER INTERVENTION



**POWAY**  
& **FEDERATION**  
of  
**TEACHERS**

### PPAP Teachers Helping Teachers... PUSD Style

#### Q&A

##### **What is the Permanent Teacher Intervention Program (PTIP)?**

The Permanent Teacher Intervention Program (PTIP), part of the Poway Professional Assistance Program (PPAP), is a cooperative effort between the Poway Federation of Teachers and the Poway Unified School District. PTIP is designed to assist permanent teachers who have been identified as being in serious professional jeopardy. The term “serious professional jeopardy” means that the teacher’s classroom performance evaluation has been rated overall unsatisfactory. The goal of PTIP is to provide assistance and support to improve the teacher’s performance. The PTIP teacher receives assistance with instructional techniques and strategies, curricular objectives, students’ progress toward achievement standards, classroom management, establishment and maintenance of a suitable learning environment, and professional goal setting.

There is also a voluntary aspect of the PTIP program. Any teacher, no matter what their experience, may request support and assistance. The goal is to create a confidential support system for teachers that will foster collegial dialogue to improve teaching and learning.

##### **How does a teacher receive Level I Assistance from PTIP?**

A permanent teacher who receives an overall unsatisfactory evaluation by his/her site administrator receives the assistance of a consultant from the Poway Professional Assistance Program (PPAP) and is placed in PTIP Level I Assistance. The teacher consultant provides assistance to improve the teacher’s performance in areas found not to meet standards. The consultant collaborates with the teacher and the evaluator to develop a Plan for Improvement and then assists with the implementation of the plan. In addition, the consultant periodically reports to the PPAP Governance Board about the PTIP teacher’s progress.

##### **How does a teacher qualify for Level II Assistance of PTIP?**

Upon receiving a second overall unsatisfactory evaluation, the PPAP Governance Board may

place the PTIP teacher in Level II Assistance. The PPAP Governance Board makes its decision only after considering all the prior efforts and resources used to improve the teacher’s performance.

##### **How is the program governed?**

The PPAP Governance Board, consisting of three union and two district representatives, oversees the operations of PTIP. The Board’s responsibilities include reviewing observations and evaluations, recommending support and assistance, approving the PTIP teacher’s Plan for Improvement, guiding the teacher consultant’s assistance and determining the length of time the teacher remains in PTIP. The Board meets periodically on an as needed basis.

##### **How is the evaluation conducted in the Level II phase of PTIP?**

The evaluation of the teacher placed in Level II Assistance is conducted by an Evaluation Team composed of the site evaluator, a District administrator and a third person chosen by the PPAP Governance Board. The consultant continues to meet with the evaluators to coordinate assistance and support efforts. The consultant also continues to report to the Governance Board on the teacher’s progress. Classroom observations conducted by the Evaluation Team may be completed individually or collaboratively but the final written evaluation is a collaborative effort which is signed by all three members. The length of time the teacher is placed in Level II Assistance will be determined by the PPAP Governance Board on a case-by-case basis but will not be less than one semester.

##### **What is the dismissal process?**

An independent review of the assistance and evaluation process will be conducted by a qualified expert chosen by the PPAP Governance Board. A written report of this review will be submitted to the Board to determine if the Intervention Plan meets the contractual and statutory rights of the teacher. A copy of the review will also be sent to the Superintendent and the Poway Federation president. The PPAP Governance Board will make no recommendation on the final disposition of the case following the independent review.



**The Permanent Teacher Intervention Program Assists  
Teachers In Serious Professional Jeopardy**

**PPAP  
Teachers Helping Teachers...PUSD Style**

*The PPAP  
Governance Board  
will make its  
decision only after  
considering all the  
prior efforts and  
resources used to  
improve the  
teacher's  
performance*