

# Poway Professional Assistance Program

A Beginning Teacher Support & Assessment Project

## YEAR 2



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

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

#### Q&A

##### **What is the Poway Professional Assistance Program (PPAP) Year 2?**

This newest addition to the PPAP program has been designed to provide teachers with a successful transition from completion of the PPAP Year 1 program, as well as guidance and support into their second year in the District. PPAP Year 2 began September 1998 based on a grant from California Beginning Teacher Support and Assessment project (BTSA) and in collaboration with the University of San Diego.

##### **How is support provided to Poway's teachers in the PPAP Year 2 Program?**

Second Year Teacher Support for both regular and special education teachers whose credentials require participation in an induction program are provided support by Year 1 consultants. Most full-time consultants work with both first and second year teachers depending on the number of consultants and teachers.

##### **Does the Year 2 program have a specific goal that differs from Year 1?**

The main goal of PPAP Year 2 is to help teachers with the implementation of their Individual Induction Plan (IIP). In addition, assistance is tailored to improve the individual's level of expertise by:

- Refining and transferring pedagogical skills learned in the first year.
- Learning how to use resources and materials.
- Becoming an independent, reflective teacher.

##### **What are the main activities that involve PPAP Year 2 teachers?**

A second year teacher participates in a variety of activities based on needs and IIP goals. Routine

peer coaching activities assist each teacher with his/her "next best steps" in classroom teaching practices. Collegial meetings bring second year teachers together for a common purpose. District-wide opportunities for professional growth are open to all PPAP teachers, providing a range of topics that are selected from a menu of offerings. Teachers also receive individual support from their consultant that focuses on personalized requests and their own IIP goals for the year.

##### **Is the Year 2 program a peer review program like PPAP Year 1?**

The evaluation cycle for Year 2 teachers is the responsibility of the site administrators. The consultants' role in Year 2 is to provide support only but routinely share the progress they are seeing with the site administrator and the PPAP Governance Board.

##### **How is the program governed? What are the plans for the future of PPAP Year 2?**

The PPAP Governance Board meets with the support providers approximately every six weeks to hear updates on the year two teachers' progress, program activities and to provide suggestions and feedback regarding Year 2. Modifications and adjustments will continue throughout the next several years as the program evolves and receives feedback from participating teachers, administrators, and consultants.

***"The bottom line is what is good for the kids, and I realize that I am being held accountable for making certain we have the best in Poway."***

Charlotte Kutzner, Program Director