

SJUSD System of Professional Growth

Professional Practice

The Practitioner identifies a focus area and works with the Facilitator to reflect on evidence to determine next steps for improvement or deepening of practice.

Practitioner also collects evidence on *Essential Elements*.

The first observation and Reflective Conversation will be conducted by November 1.

(All Practitioners begin in Professional Practice)

Advisory

When a question about performance in Standards 1-5 arises an Advisor is assigned to assist the Practitioner regarding areas of concern and develop a support plan for the Practitioner to meet standards.

The purpose of Advisory is for the Advisor and the Practitioner to create a support plan and implement supports through weekly contacts to assist the practitioner in meeting standards.
(see back for additional details)

(Begins after the Professional Growth Team approves placement.)

Peer Assistance and Review (PAR)

When a Practitioner has been determined to not meet 2 or more standards. An improvement plan is created in consultation with the Practitioner, Facilitator, and Consulting Teacher. The Consulting Teacher works with the practitioner to implement the improvement plan, provided needed support and document progress. Every six weeks, reports of performance are made to the PAR panel.

(May begin only after a practitioner does not successfully complete Advisory. A minimum of 4 months is required In Advisory before PAR placement is possible)