

2012-2013 TEACHER APPR
Frequently Asked Questions about Peer Review

Q: What is Peer Review?

A: Peer Review is an evaluation by a trained Lead Teacher/Peer Reviewer. All Peer Reviewers were required to take the TEACHSCAPE training and pass the certification test. Peer Reviewers are required to observe teachers at least twice, one formal observation and one unannounced observation, and will complete their own evaluation of the teacher on ePerformance. The Peer Reviewer's scores for Domain 2 and Domain 3 of the rubric will be factored into the teacher's Professional Practice subcomponent score.

Q: What are the qualifications of a Peer Reviewer?

Peer Reviewers must have served as a Mentor Teacher. Additionally, Peer Reviewers must have a letter of recommendation from their current principal, an RTA faculty representative, two letters of reference from teachers, and one additional letter of reference from an individual with knowledge of their professional abilities.

To be eligible to be a Mentor Teacher, a teacher must:

- Be tenured
- Have a minimum of seven years of teaching
- Demonstrate exemplary teaching ability and knowledge of students
- Demonstrate effective written and oral communication skills
- Demonstrate ability to work cooperatively and effectively with colleagues
- Demonstrate evidence of professional growth

Q: How are Peer Reviewers selected to review a teacher?

A: The CIT Panel creates a pool of qualified Peer Reviewers. If Peer Review is selected, CIT provides up to three names to the teacher requesting Peer Review and the teacher may select one of the three and inform CIT. The number of names provided to the teacher will depend upon availability and capacity.

A Peer Reviewer may not evaluate a teacher in his or her own school.

Q: Will administrators have the ability to change a Peer Reviewer's rating of a teacher?

A: No. The Peer Reviewer's rating cannot be changed.

Q: Are administrators and Peer Reviewer's required to consult with each other prior to rating a teacher's performance?

A: There is no RTA contractual requirement for consultation. However, administrators should take steps to ensure inter-rater reliability, including, but not limited to consulting with Peer Reviewers, if applicable. The CIT Panel has also encouraged Peer Reviewers to consult with administrators.

Q: Does having a Peer Reviewer change any responsibilities for the evaluating administrator?

A: No. An evaluating administrator must complete all of the same evaluation steps even if there is a Peer Reviewer.