The Peer Assistance Leader (PAL)

SELECTION CRITERIA

- → 10 years teaching experience in Metro
- Currently teaching in the classroom a majority of each day
- 4 confidential letters of recommendation (current administrator, MNEA building representative, 2 colleagues)
- Outstanding classroom teaching ability including a knowledge of a variety of classroom management and instructional techniques
- Effective written and oral communication
- Ability to work cooperatively and effectively with others
- Current professional growth activities
- Knowledge of diverse needs of students
- Have a valid TN Drivers License and willingness to use personal vehicle for daily school visits (mileage reimbursement)

APPLICATION PROCESS

- Request a PALS application packet using the attached request form
- Submit a completed application packet by 5:00 PM, Friday, March 17 to MNEA

SELECTION PROCESS

- ▶ PALS Panel conducts a "blind" screening of applications
- → PALS Panel conducts interviews
- ⇒ PALS Panel notifies each interviewee regarding selection as a PAL for 2006-2007



Members:

Jamye Merritt

MNEA President, PALS Panel Chairperson

Lenna Allen

Director, Professional Development

Terri Breeden

Executive Director, Grades 5-12

Erick Huth

MNEA Vice President, Teacher, McGavock High

Yvonne Jackson

Teacher, Hunters Lane High

Helen McMackin

Teacher, Overton High

Rob Sasser

Director, Grades 5-8

Brenda Steele

Principal, Amqui Elementary

Duties:

- determine operating procedures
- develop forms and documents
- determine selection criteria
- develop application process
- select and assign PALS
- monitor and evaluate PALS
- track program's effectiveness

Peer
Assistance,
Leadership &
Support



The PALS Program is a joint project of

Metropolitan Nashville Public Schools Dr. Pedro Garcia, Director

and the

Metropolitan Nashville Education Association Dr. Jamye Merritt, President

PALS Overview

The Metropolitan Nashville Public Schools (MNPS) and the Metropolitan Nashville Education Association (MNEA) are working together on a peer assistance program for classroom teachers.

A group of outstanding classroom teachers, called "PALS" will work on a full-time basis with all new teachers and some experienced teachers to improve instruction.

The goal of the PALS Program is to ensure that teachers experience success in the classroom by receiving the support and assistance needed.

- Formed as joint MNEA/School Board project
- First implemented during 1995-96 school year
- Governed by panel of Metro educators
- Supported and funded by the Board of Education



Program Components

- Every teacher new to MNPS will participate in the program. Ongoing assistance will be provided throughout the school year.
- All current teachers are eligible to receive support and assistance. The PALS Panel will accept requests for assistance when there are sufficient PALS to handle the additional numbers.
- <u>Each PAL</u> will serve on a full-time basis. The current vacancies are for three-year terms subject to annual review and renewal. Typical activities of the PAL include:
 - ✓ plan and present new teacher orientation sessions
 - ✓ conduct workshops
 - ✓ confer with teachers
 - ✓ provide direct classroom assistance
 - ✓ perform demonstration teaching
 - ✓identify resources for classroom teachers
 - ✓ assist in the preparation and implementation of improvement plans for individual teachers.
 - ✓ extensive travel within Davidson County

Request for PALS Program Application

name
/chool
years of teaching experience

years of experience in Metro

Please detach and send to:

MNEA or 531 Fairground Court Route 3 Nashville, TN 37211

Faxed requests should be sent to the number below. Applications can also be downloaded at www.mnea.com or www.mnps.org under professional development

A complete application packet will be sent to you via school mail upon receipt of this form. Completed application packet due by March 17, 2006 to MNEA.

Phone 726-1499, Fax 726-2501