

**What is the purpose of Recap?**

The Returning Educators Continuing Academic Partnership (RECAP) is made up of successful returning teachers and instructional leaders and is designed to provide dedicated, one-on-one support for struggling teachers for a determined set of time with focused expectations and goals.

**What is the role of the Recap Teacher?**

RECAP teachers assist current SAISD teachers with best practices related to the classroom environment and instruction, including effective classroom management, the lesson cycle, curriculum, differentiated instruction, and building relationships with students, parents, and the community.

**What training have Recap teachers had to help them in their role?**

In addition to their personal experiences as a successful teacher or instructional leader, RECAP teachers received an overview of the SAISD Instructional Model, planning process expectations using the TEKS Resource System, grade level expectations and available resources, and coaching for data-driven discussions.

**Who makes the recommendation that a teacher is in need of a Recap Teacher? On what written criteria or standards is that recommendation based?**

Principals make requests directly to me for RECAP assistance. This request is based on personal observations of the teacher's performance. For each teacher, the principal submits a request form, which includes the requested assistance area(s), what supports have been previously provided, what seems to be working/not working, and how the campus administrative team will work with the RECAP teacher to support the struggling teacher.

**Are there written guidelines as the length of time a Recap Teacher is assigned to teacher?**

We begin with four weeks of support. The RECAP teacher meets with the principal to identify the goals for the teacher and then observes the teacher to ensure he/she has a strong understanding of the teacher's need(s). At the end of four weeks, the RECAP teacher provides an update after meeting with the principal as to whether there is a need for continued RECAP support. If a teacher requests that RECAP support be discontinued, the campus administrator meets with the teacher to discuss his/her rationale and asks that the teacher make his/her request in writing. At that point, the campus administrator notifies me that RECAP support will be discontinued. In situations where the RECAP teacher is not a good fit with the struggling teacher, we have also changed RECAP teachers to help ensure productive support. Additionally, if a principal identifies that a teacher has made significant progress, he/she can request a termination of RECAP support at any time.

**Are Recap Teachers assigned to teachers who also have a Consulting Teacher?**

We do have some teachers with Consulting Teachers, who also have RECAP support. When this occurs, I notify both the RECAP and Consulting Teachers to allow them to coordinate support. When a new teacher is struggling significantly, he/she may need more than the average 90- to 120-minutes weekly that the Consulting Teacher can provide.

**To whom do the Recap teachers report? The principal? Talent Management?**

The RECAP teachers report directly to Director of Educator Quality. They submit weekly logs identifying the work they are doing with teachers. They provide updates to the campus administrators regarding teachers' growth and development, but they do not provide detailed reports to principals.