



Our award-winning program is known for its comprehensive teacher-to-teacher help.

The Peer Intervention Program, established by Article 21.G of the 1987 collective bargaining agreement, is a collaborative program between the New York City Department of Education and the United Federation of Teachers. We are proud of our long-standing record of successful support.

*“In working with my Intervenor, my questioning techniques improved, student participation increased and I became more effective in my classroom management skills.”*

*“We need to give every option to every person for them to be as successful as possible. PIP does that.” —Principal*

*“PIP helped me. It can help you!”*

#### PEER INTERVENTION PROGRAM

United Federation of Teachers  
52 Broadway, New York, NY 10004  
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To apply online, visit:  
[www.uft.org/peer-intervention-program](http://www.uft.org/peer-intervention-program)

Michael Mulgrew,  
President, UFT

Richard A. Carranza,  
Chancellor, DOE



*“My Intervenor was like a personal trainer. She gave me as much as I could handle and then challenged me. She helped me set goals for myself and gave me strategies for meeting those goals.”*

*“We talk a lot about differentiated instruction for kids, that you can’t really help a student without customized individualized attention. PIP does that for teachers. The Intervenor truly understand that improvement; that the ultimate goal is about helping kids. The PIP staff is made up of really solid people and are really pleasant to work with.” —Principal*

The Peer Intervention Program, a nationally recognized model, supports tenured New York City teachers who wish to take responsibility for maintaining high standards and strengthening their professional growth. We aim to provide the best possible education for the students of New York City.

This voluntary, confidential program helps teachers who are struggling in their schools, as well as teachers who wish to further refine and improve their pedagogical skills. Our experienced, highly trained Peer Intervenor tailor assistance to each participant by collaboratively addressing pedagogy and professional responsibilities. Our goal is to help the member become more effective or to supportively counsel him or her to leave teaching.

If you participate, intrinsic strategies are:

- Building a collaborative peer-to-peer relationship
- Co-designing and implementing an individualized professional development program
- Defining and refining your personal goals
- Supporting you to help your students
- Fostering student achievement

*“I was better prepared and more focused on what had to be done. Therefore, I could help my students more. The students became more focused. The program helped me reinforce/regain the way I feel about my teaching profession and why I wanted to become a teacher.”*

*“My lesson plans were delivered more effectively which led to improved student engagement and student achievement.”*

*“My Intervenor is highly professional, dedicated and obviously has served and succeeded as a master teacher at multiple grade levels. She was patient and willing to help me be the best teacher that I can possibly be and apply all the strategies and information given to me.”*

**The Peer Intervention Program has successfully helped hundreds of teachers in schools throughout New York City. Why not you? It is a proactive step toward professional growth! Here are some common questions and their answers.**

**Q: Who should apply for PIP?**

**A:** The program supports teachers who are seeking to take charge of their professional craft with the intensive assistance of an experienced colleague.

**Q: How do Peer Intervenors help?**

**A:** Each member receives tailor-made one-on-one support. Many members have appreciated: modeling; classroom demonstrations; collaborative lesson planning support; learning to explore outside resources and materials.

**Q: How often will I see my Intervenor?**

**A:** Your Intervenor will visit you several full days each month, or multiple half-days, depending on both your schedules.

**Q: Will participating in the program require time beyond the regular school day?**

**A:** Yes. Your Intervenor will work directly with you in the classroom,

and additionally on your prep and/or lunch period. You should be prepared to meet before or after school. We are there to support you. What you put into it, is what you'll get out of it!

**Q: If I participate, will I be viewed as a weak teacher?**

**A:** You are taking a positive proactive step to work on your pedagogy. It is much more likely that colleagues with whom you choose to share will respect that.

**Q: Who will know that I'm in the program?**

**A:** Your Intervenor must introduce her/himself to your principal and your school's UFT Chapter Leader.

Because PIP is a contractually confidential program, together, you and the Intervenor will decide how she/he will be introduced to all others.

**Q: Who decides whether I apply to PIP?**

**A:** You do. It is a voluntary program. No one may prevent you from or force you to apply.

However, colleagues and administrators familiar with our program have helpfully recommended PIP to teachers.

**Q: If I apply, is my acceptance guaranteed?**

**A:** No. We carefully review all applications, and within the limits of program resources, select participants who desire to improve their teaching skills. Those not accepted are referred to other appropriate sources of assistance.

**In addition to direct instructional support, the Peer Intervention Program offers participants personal and career counseling.**

**Q: What if I have other issues which interfere with my teaching?**

**A:** Personal counseling can help you identify and address those

life issues and concerns that may stand in the way of your personal and professional growth during the intervention period. Services, which are strictly confidential, are provided by a mental health practitioner, licensed in New York State. They include short-term individual counseling, group support, consultation and outside referrals.

**Q: What if, during or after an intervention, I'm still not reaching high standards?**

**A:** At that point, it might be advisable to consider alternative career options. A certified career counselor is available to help participants explore their interests and aptitudes for other careers. Where appropriate, assistance in job searches can be offered.

**Q: How can I get more information? How and when do I apply?**

**A:** Call the program at 212-844-0600, or better yet, go to our website at [uft.org/teaching/peer-intervention-program](http://uft.org/teaching/peer-intervention-program) from which you can apply directly at any time during the year. It's fast and easy.

***"The Peer Intervention Program brought back my confidence and self-esteem."***