

Guide to Peer Coaching for Teachers



Value of Peer Coaching

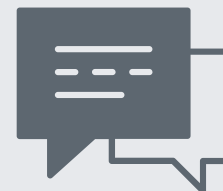
- Powerful and collegial way to improve your teaching skills
- Innovative faculty development approach that differs from the usual expert-learner model
- Promotes self-reflection, observation, and feedback from peers to improve teaching

Teacher's Role

- Understand the formative nature of peer coaching
- Reflect on your teaching challenges and goals
- Clarify your needs and be specific about the kind of feedback you need
- Remember that this is a self-reflective process
- Consider the suggestions offered by your peer
- Develop a personal improvement plan/teaching goals

Peer Observer's Role

- Reinforce the formative/non-evaluative aspect of your feedback and ensure confidentiality
- Clarify the needs/context of the teacher
- Be non-judgmental, act as a coach.
- Use a structured observation grid
- Ask about the teacher's own thoughts before providing feedback



Teacher's Goals

Don't forget that the ultimate goal is a personal improvement plan!

- After feedback, develop a plan to improve your teaching
- Consider using SMART goals - specific, measurable, attainable, realistic, and timely
- Schedule a time to revisit your goals at a future date

Peer Observer's Goals

Follow the Peer Coaching Road Map

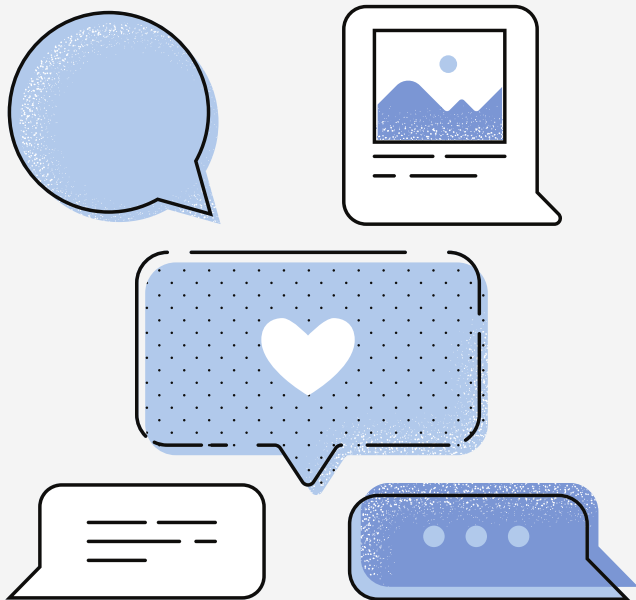
- 1 Set aside 30 minutes to prepare for coaching, agree on goals, and review the observation grid
- 2 30 - 60 minutes of observation
- 3 Set aside 30 minutes to encourage self-reflection, give feedback, and coach for change

The Peer Coaching Road Map



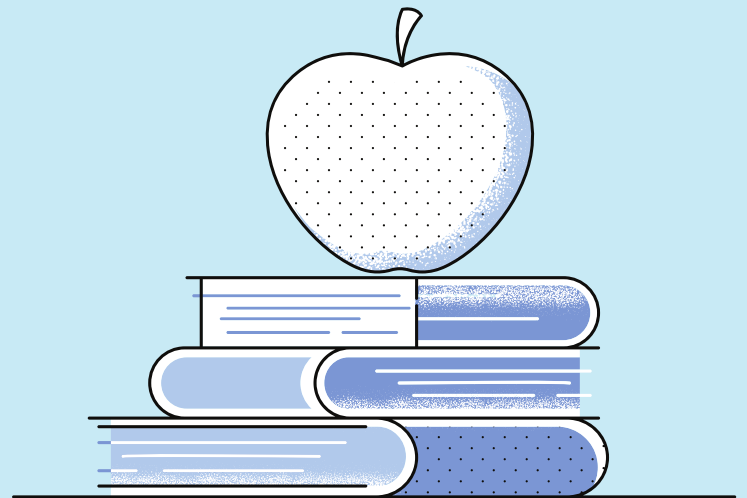
Observation

- Keep the focus on what was chosen to observe
- Stay alert to other aspects that could enrich your feedback
- Take notes and document observations - be specific
- Consider verbal and non-verbal cues (e.g., student reactions)
- Careful: focus on teaching rather than content
- Identify strengths and opportunities for improvement



Preparation

- Set the schedule (e.g., 20 - 30 minute meeting)
- Review the formative/non-evaluative framework of coaching and confidentiality
- Get familiar with the teacher's context (e.g., physical space, type of learners)
- Understand the needs of the teacher and agree on a goal for the session
- Review the observation grid
- Clarify what will be observed



Feedback

- Organize your observations
- Exchange:
 - Invite the teacher to reflect on the session
 - Share your observations and highlight 2 - 3 specific strengths and areas for improvement
 - Share resources (e.g., tips, readings, workshops)
 - Invite the teacher to reflect on the feedback
- Conclude:
 - Share something you have learned
 - Invite a self-reflective teaching goal
 - Make it a win-win situation