

Peer Coaching

Definition of Option

Peer coaching is a method of supervision that enables a staff member to work with a peer teacher in a clinical setting to examine, refine, and enhance professional performance. The peers work in a collaborative relationship that involves the teacher identifying the area of study for the peer coach and then together conducting a series of pre-conferences, observations, and post-conferences. The process is designed to improve instruction by shared analysis of lesson planning, details of the lesson, observational data and feedback. Professionals who select this option should be looking for specific assistance in methods and techniques of instruction.

Requirements

Staff members may choose this option if the following conditions are met:

1. They hold an Instruction II certification in their field.
2. At their request and with the approval of the building principal/assistant principal/supervisor, the staff member will apply through the Professional Growth Plan.
3. They have received satisfactory ratings for the previous three (3) years.
4. They understand that they might be requested to share knowledge gained through this process.
5. They must agree to the following:
 - Identify the focus of Study
 - Pre-Observation Conference with peer coach
 - Observation/Data Collection with peer coach
 - Post-Observation Conference with peer coach
6. The teacher and peer coach must complete a series of supervision cycles (minimum **four**) during the school year (a cycle is defined as: pre-observation conference, observation/data collection, and post-observation conference)

Characteristics of Peer Coaching

- Pre-observation conference
 - 1) Teacher presents lesson plan/relevant materials to peer coach
 - 2) General characteristics of the class
 - 3) Objectives of the lesson/unit
 - 4) Instructional strategies
 - 5) Assessment techniques
 - 6) Other pertinent specifics
- Data is given to the teacher by the peer coach after the observation, teacher reviews data and schedules a post-observation conference with the peer coach. During post-observation conference, teacher will share their interpretation of the data with the peer coach. The teacher and the peer coach work collaboratively in order to examine data and determine plans for future growth and development.