

## Peer Coaching

Peer coaching is a valuable tool that can dramatically assist the improvement of teaching/learning processes. As collegiality, trust, and respect are built through peer coaching, the resulting teams of faculty become more effective at implementing change at program, department, and institutional levels. Peer coaching is as beneficial to the coach as it is to the person being coached/assessed.

Peer coaching is a valuable tool for helping faculty to improve their performance in teaching. The following factors are associated with the quality of a peer coaching report:

- clear action plans for improvements,
- balance,
- insights on teaching/learning processes, and
- positive language.

Peer coaching involves the following key components:

### Setting Criteria

The peer coach and facilitator need to define and agree upon the top three areas of focus that the facilitator wants the peer coach to assess. The factors and context of the criteria need to be clear.

### Understanding the Curriculum

In order to better assess the performance of students and the facilitator during an activity, some understanding of the content is necessary to be able to measure performance against the criteria. This helps to ensure that substance and not just form is being accomplished during the activity.

### Collecting Data

The forms in this book offer different assessment tools. The format used consists of a series of critical thinking questions which provides a guided design of inquiry. These forms are meant to address different process skills and teaching techniques. It is important to distinguish and separate quality performance from the areas that need most improvement. Insights increase understanding about the teaching/learning processes for both the facilitator and the peer coach.

### Reporting the Assessment

The reporting process should be kept private. However, during the Institute, there will be times when assessments are made public in order to help all participants learn and improve. A verbal Reflector's Report during the Institute will be restricted to the *one* most important strength, *one* area for improvement, and *the* most important insight. Written reports for an activity can be shared with your mentor or the facilitator.

## Peer Coaching Form

Assessor \_\_\_\_\_ Assessee \_\_\_\_\_

Date \_\_\_\_\_ Content Area \_\_\_\_\_

Section \_\_\_\_\_ Total attendance \_\_\_\_\_ # Tardy \_\_\_\_\_

Assessment focus areas:

Issue 1 \_\_\_\_\_

Issue 2 \_\_\_\_\_

Issue 3 \_\_\_\_\_

Strengths (and Why)

1.

2.

3.

Areas for Improvements (and How)

1.

2.

3.

Insights about the Issue Areas

1.

2.

3.