

Peer Coaching

What Is Peer coaching?

- Peer coaching is an on-going cyclical process of observation, collaboration and conferencing.
- Peer coaching is a voluntary reflective practice to implement instructional change.
- Peer coaching is supportive; it includes shared planning of goals and materials.
- Peer coaching feedback is given in a non-judgmental supportive style. Its purpose is to help think through specific skill practice.
- Peer coaching is more than observation and conferencing. It is the collaborative process of teaming from one another while planning instruction, developing materials and thinking together about how instructional practice impacts on student learning

Why is it important?

Peer coaching is important for,

- Building a safe, supportive environment to practice new skills and practices.
- Building a community of educators who continually engage in the study of their craft.
- Developing a shared language and common understandings necessary for the collegial study of new knowledge and skills.

When is it useful?

Peer coaching is used for.

- Supporting changes in instruction, practice and implementation of curriculum innovations.
- Implementing new instructional practices.
- Providing a structure for follow-up that is essential to acquiring new skills.

How Is It used?

The coaching process:

- Rationale and purpose (knowledge of the new skill) are studied.
- New skills are modeled/demonstrated.
- New skills are practiced.
- Observation and feedback is provided on the use of the new skill. Feedback must be accurate, specific and non-evaluative.
- Coaching continues as an on-going, cyclical process to apply teaming within a specific context. Coaching takes on the character of collaborative problem-solving

To learn more about Peer Coaching refer to Showers, B and Joyce, B. (1996, March). *The Evolution of Peer Coaching*. Educational Leadership. Vol. 53, p17-p20.