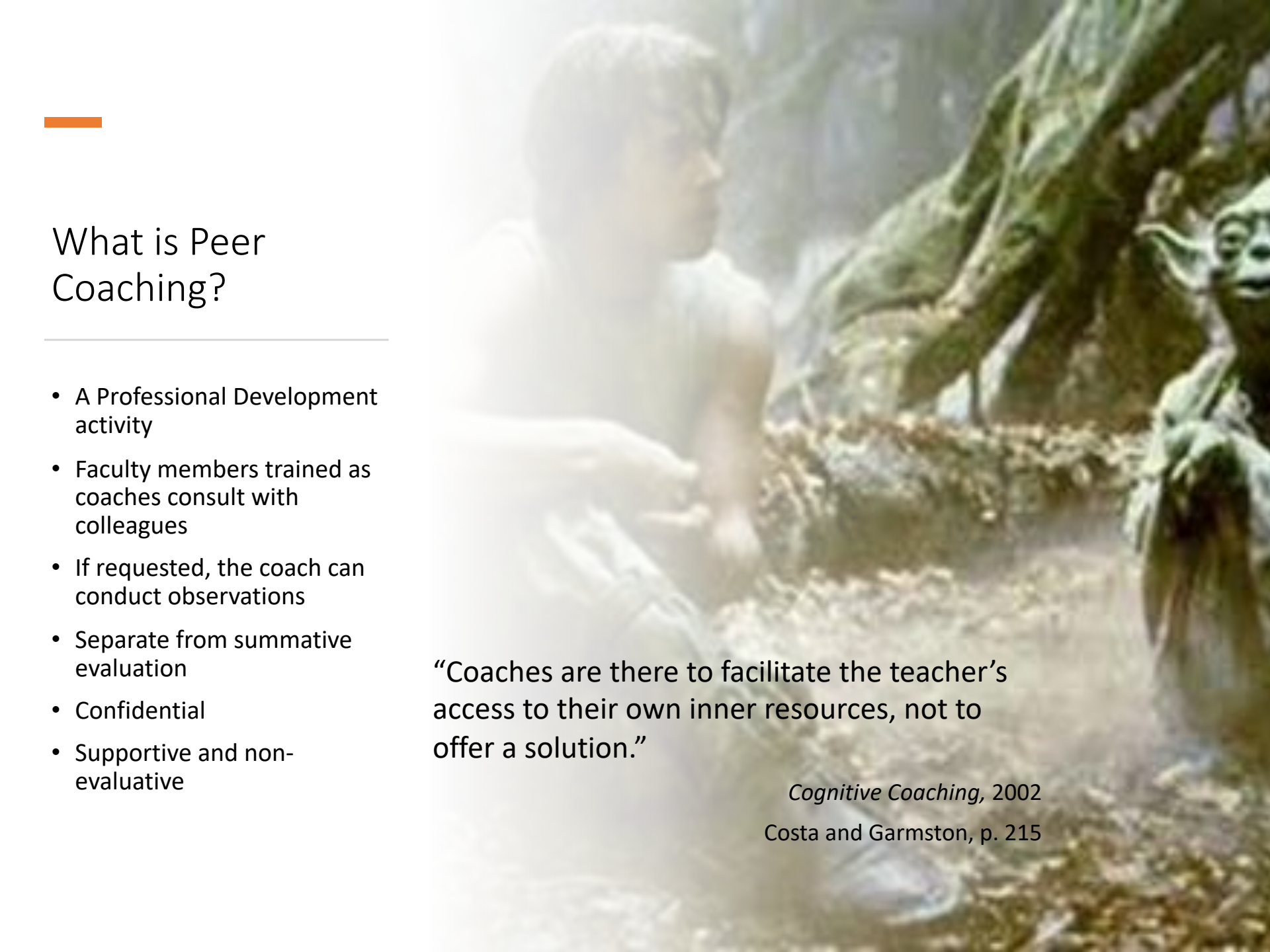


Peer Coaching

Professional Development through
Reflection and Collegiality





What is Peer Coaching?

- A Professional Development activity
- Faculty members trained as coaches consult with colleagues
- If requested, the coach can conduct observations
- Separate from summative evaluation
- Confidential
- Supportive and non-evaluative

“Coaches are there to facilitate the teacher’s access to their own inner resources, not to offer a solution.”

Cognitive Coaching, 2002

Costa and Garmston, p. 215

Comparison of Evaluative Observation and Peer Coaching Observation

Attribute	Evaluation	Coaching
Purpose	Quality assurance and contractual requirement	Improve instruction and student learning
What is observed	Predetermined checklist	Defined in the pre-meeting by teacher and coach
Role of observer	Rate performance on established criteria	Collect and report data; assist in self-reflective process through questioning
Value/Judgment	A score or rating, such as Outstanding, Adequate, or Needs Improvement	Teacher evaluates his/her own performance according to criteria defined in the pre-meeting
Confidentiality	Between dean, faculty, and HR dept.	Shared between the teacher and coach



Goals and Benefits of Peer Coaching

- Improve teaching and student learning
- Identify your own goals for professional development
- Form collegial bonds
- Meet requirements for professional development
- CTL Certified Coaches fulfill College Service



Peer Observation Process

The instructor and the coach follow a 3-stage process:

1. Pre-Observation Meeting
2. Observation
3. Debriefing

Pre-Observation Meeting

Instructor and coach discuss:

- Background information about the class to be observed
- Clarify lesson objectives
- Anticipate teaching strategies
- Determine evidence of student achievement of objectives
- Identify the coach's data gathering focus and procedures



anyone?

anyone?



Observation

Peer coach visits the class and collects the data agreed upon during the pre-observation meeting.

Debriefing After the Observation

- Instructor discusses the observed class
- Coach presents collected data using non-evaluative language
- Coach may ask questions to prompt reflection and analysis

What?
So what?
Now what?



Documentation

- Pre-observation form, collected data, notes, and written reflections ALL remain with the Instructor and Coach
- The Cooperative for Teaching and Learning will document participation in the process for Professional Development purposes.



Interested in Peer Coaching?



- Contact ctl@cnm.edu
 - If you are interested in finding a coach and/or
 - If you would like to become a CTL Certified Peer Coach for your CNM colleagues