

# Peer Coaching

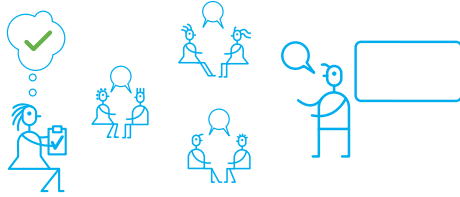
Integrating Peer Coaching with HOW2s into Performance Management and the Edison Quality Framework for Learning and Teaching at Walter Evans School, Derby



OCTOPUS PRIMARY LITERACY RESEARCH PROJECT

## 01 Lesson Observation

A peer coach observes her partner, starting off the peer coaching cycle that itself leads to the performance management appraisal meeting later on.



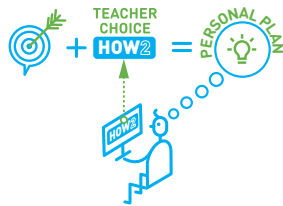
## 02 Feedback & Target

The peer teachers discuss and interpret the observation findings. From this, they set targets for the next observation.



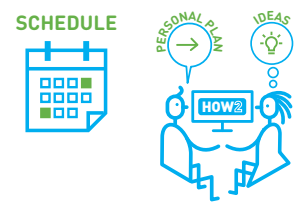
## 03 Personal Plan

Informed by the target, the teacher searches the HOW2 library for a technique of his choosing to address the development challenge.



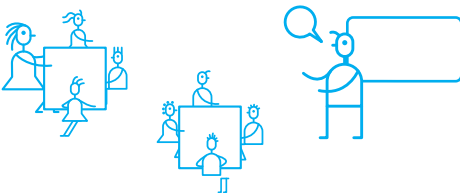
## 04 Peer Coaching Conversation

Stages 1, 2, 3 are repeated by reversing roles of observer and performing teacher. They schedule their reciprocated tasks.



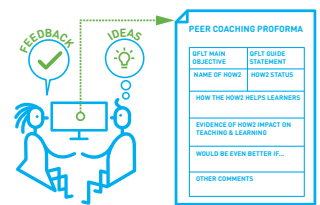
## 05 Coach Catches Impact

This time, the observer sits among the pupils to capture the impact of the developed teaching. Her findings will inform subsequent conversations.



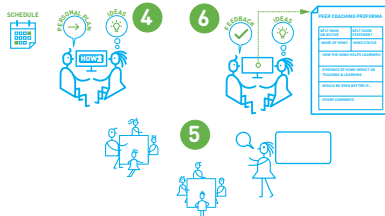
## 06 Peer Feedback & Next Steps

The pair discuss their findings, using the Peer Coaching Proforma that helps structure their focus and discussion.



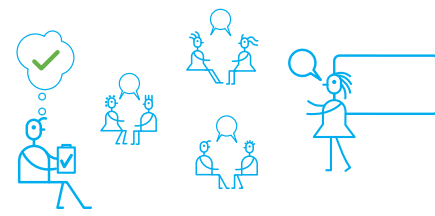
## 07 Reciprocate Process

At this stage, the pair reverse their roles of stages 4, 5, 6. By doing so, both teachers will have coached each other.



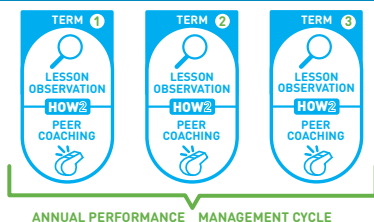
## 08 Lesson Obs. Reciprocated

Here, we see the reversal of roles that started at stage 1.



## 09 Annual Perf. Man. Cycle

Stages 1-8 represent a termly cycle. Three such termly peer coaching cycles form the performance management annual cycle.



## 10 Perf. Man. Meeting

Finally, the whole annual cycle is completed by the appraisal meeting where the accumulated evidence is evaluated and new targets set.



HOW2s are step-by-step visual guides to evidence-informed teaching techniques.

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