Peer Observations

**Purpose**

The purpose of peer observation is to support teachers in their professional growth by giving the opportunity for staff to observe and learn from each other in the classroom. Focus of observations is for staff to learn various behavioural and pedagogical practices from their peers. Being observed and observing colleagues engages staff in conversations around their teaching and learning to further develop their skills as a teacher.

* The process is strictly confidential. No central records are requested or kept about the observation, all written feedback is to be returned to the observed teacher.
* All teachers and Teacher Aides will engage in peer observation.
* The focus for teachers in 2022 will be around Visible Learning and Student feedback with the Instruction PLC developing a template to be issued to staff prior to the observations

**Yearly Outline**

**Reciprocal Peer Observation Process**

## Preparation phase

Teacher completes the Peer Observation Template

* Focus of lesson segments and content
* Background and context to the class being observed
* Suggestions for areas where they would like some feedback
* Suggestions for student questions

## Observation phase

* Observing teacher arrives at agreed section of the lesson
* Throughout the lesson, the observing teacher follows a set protocol for student engagement and conduct while in the observed teacher’s classroom
* Any notes taken by the observing teacher to aid in feedback are made discreetly or following the lesson
* Observing teacher completes feedback template in preparation for the feedback session

## Feedback phase

Teachers meet following the lesson to discuss lesson feedback

* Guidance will be given on feedback and questioning to assist teacher pairs
* All written feedback is given to the teacher being observed to personal reflection on Visible Learning and feedback