

# PEER OBSERVATIONS

Observing, learning, & reflecting together to improve teaching & facilitating

## WHAT IS THIS?

**A structured way to learn from each other.**

This process is a professional development activity that provides structure to learn from peers through observation and guided reflection. It is not evaluative and is not part of performance review.

## WHO? HOW OFTEN?

**Anyone who teaches or facilitates; Twice a year.**

Facilitating, training, and presenting is teaching. Observe a peer two times a year. Ask a peer to observe you two times a year.

## BEFORE: DISCUSSION

**Discuss teaching context and focus areas.**

Talk about the context, participants, and challenges of the group you are teaching or facilitating. Use the Observation form to help narrow down which areas you want the observer to pay the most attention to. Is classroom control a challenge? Facilitating interaction? etc.



## DURING

**Observe, don't participate.**

Observers should pay attention and take notes, but not participate. Take objective and descriptive notes on what you see happening. Don't judge.



## AFTER: REFLECT TOGETHER

**Reflect together, but don't judge.**

Within a week of the observation, meet and use the Observation Guided Reflection Form during your reflective conversation. No negative feedback, please.

