

## Protocol for peer coaching

- 1 The objective of peer coaching is to improve the quality of teaching by developing and sharing good practice. It is a collaborative process.
- 2 Colleagues have been identified who are willing to share their practice and to support the development of teaching and classroom management skills in others. In the process, they too will develop their skills.
- 3 Teachers may volunteer to work in coaching partnerships.
- 4 No one will enter a coaching relationship without the agreement of both parties.
- 5 Coaches are willing to:
  - offer coaching in lesson planning, classroom management and learning and teaching strategies
  - observe the teaching of others and be observed themselves
  - give detailed, positive feedback about the lessons which they observe
  - demonstrate particular teaching skills and strategies
  - work alongside colleagues in the classroom to an agreed plan
  - contribute to the school's professional development programme
- 4 Coaching partnerships will adhere to the following code of conduct
  - The focus of their work will be the sharing and development of good practice.
  - The desired outcomes of the coaching partnership will be mutually agreed.
  - Discussions will be confidential.
  - The dates and times of any classroom visits will be negotiated.
  - Verbal and written feedback as a result of a classroom visit will be given within five working days of the visit.
  - All conversations about the teaching will take place in private and in a relaxed but professional atmosphere.
  - Any lesson observation notes will remain the property of the teacher.
  - It is recommended that the partners each keep a reflective log. In addition, each partnership will keep a brief, confidential written record of the work that is mutually agreed.
  - The decision to commit to further action or to change practice is the prerogative of the individual.

Signed: .....

Date: .....

