

Partners in Learning Peer Coach Programme

What Makes Peer Coaching Work?

The Peer Coach programme, which was developed in United States, is now being implemented in more than 30 different countries as diverse as Brazil, China, Morocco and Turkey. The experience in these countries has shown that peer coaching is effective when certain key conditions are met.

1- Trust at all levels

The relationship is between peers and trust develops in a mutually supportive environment.

2- Leadership support

School leadership takes an active role in supporting the peer coach.

3- Need for professional development articulated by education managers

School leadership understands the value of peer coaching and how it contributes to whole school professional development.

4- Clear expectation of extent of engagement (local peer coach goals)

The school peer coach plan defines clear and achievable outcomes for the peer coach each year.

5- Good assessment and reflection

The dialogue between the peer coach and the school leadership is formative and reflective, focusing on flexible responses to challenges.

6- Sufficient time for coaching to happen

Schools structure time for coaches to meet the peers, plan lessons and implement them in joint exploratory ventures.

7- Funds for training

Professional development funding is made available so that peer coaches can be exposed to opportunities such as receiving additional training, attending conferences and acquiring resources for teaching.

8- Build professional communities at schools (school values)

The school adopts the model of peer-to-peer collaboration actively and places great value in knowledge management.

9- Effective coach selection

The right people are selected to become coaches. Coaches are normally primarily good teachers, not holding leadership positions and not over-focused on technology.