Peer Observation Program
End-of-Year Report 2015

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1. Program design as strategy

2. Success in meeting goals

3. Additional positives

4. Plans for next year

Program design as strategy

PARAMETERS FOR DECISION-MAKING

voluntary ⟷ compulsory

grade-level, job-alike ⟷ multi-grade, cross-role

novices, veterans separate ⟷ novices, veterans together

building-based ⟷ across buildings

participants choose topic ⟷ administrators choose topic

Success in meeting goals

1. Professional culture

2. Sharing one's practice

3. Technical skills with feedback

Additional Gains

1. Improved professional practice
2. Solid, positive base from which to expand program next year

Action steps for next year

- Promote next year's program this spring
- Focus on quality *and* expansion
- Start program early in year
- Increase amount of up-front PD
- Differentiate support and structure among groups
- Create multiple points of entry to program
- Increase documentation of changes in practice and impact on students