

Definition

The PEER coaching system at Milwaukee Area Technical College demonstrates our commitment to excellence in teaching and helping students learn by providing a collaborative peer review opportunity that empowers teachers, promotes high quality instruction, and builds a professional community. MATC's PEER coaching system is one where coaching partners alternate between roles of "coach" and "inviting partner." Through dialogue and reflection tools they identify "coaching targets," which are observable behaviors or outcomes drawn from effective teaching research and lead to greater classroom success.

Need

The peer coaching system focuses on a teacher's self-reflection and the development of a professional growth plan with the input and support of a peer, as opposed to an administrative process.

PRINCIPLES

- Faculty themselves are best equipped to evaluate self-performance and determine their own professional needs and subsequent paths of growth.
- Faculty will make meaningful choices among professional growth opportunities if given the opportunity to engage in self-evaluation and reflection.
- Faculty are more likely to risk, experiment, and share experiences when working with colleagues facing similar challenges and opportunities.
- MATC will develop and tailor its professional development opportunities to satisfy the needs identified by the faculty.

Participants

All eligible, non-probationary faculty may engage in the PEER coaching process. Faculty will choose the coach they believe can best assist them in working through the coaching cycle. Faculty may choose to continue working with an administrator, choose to work in pairs, groups, or even with someone outside of MATC. The instructor's supervisor monitors that coaching is taking place and progressing in a manner that will result in completion.