

# PEER COACHING

PRESENTATION FOR THE  
SCHOOL BOARD TEAM





# IN THE NEXT FEW MINUTES, WE WILL:

1. HIGHLIGHT THE RSD STRATEGIC PLAN
2. SUMMARIZE FACULTY & ADMINISTRATION FEEDBACK
3. ADVOCATE FOR A BUILDING-LEVEL PEER COACHING LEADER
4. OUTLINE OF PRELIMINARY APPROACH/MODEL
5. DESCRIBE THE NATURE OF ADMINISTRATIVE SUPPORT
6. DISCUSS POSSIBLE NEXT STEPS



# RSD STRATEGIC PLAN 2019-2023

FOCUS AREA: STRENGTHEN AND SUPPORT THE WORKFORCE

GOAL STATEMENT 2: THE RAYMOND SCHOOL DISTRICT LEADERSHIP TEAM WILL PROVIDE OPPORTUNITIES FOR EMPLOYEES THROUGHOUT THE DISTRICT TO BE SUPPORTED TO CONTINUOUSLY INCREASE THEIR SKILLS AND KNOWLEDGE.



# YEAR 1 - WHERE WE ARE RIGHT NOW

A COMMITTEE WILL BE ESTABLISHED TO INVESTIGATE PEER COACHING MODELS AND SELECT AN APPROACH THROUGH RESEARCH, BOOK STUDIES AND COMMUNICATION WITH STAFF AND STUDENTS.



# YEAR 2 - WHERE WE ARE HEADED

THE COMMITTEE WILL SOLICIT AND SELECT VOLUNTEERS FROM ACROSS THE DISTRICT, ENGAGE IN TRAINING, AND SERVE AS PEER COACHES TO OTHER EMPLOYEES IN ACCORD WITH THE RECOMMENDED APPROACH/MODEL.

BY THE END OF THE SCHOOL YEAR, THE COMMITTEE WILL EVALUATE THE EFFECTIVENESS OF THE PROGRAM TO DATE, AND GATHER FEEDBACK FROM PARTICIPANTS. WARRANTED ADJUSTMENTS TO THE PROGRAM WILL BE MADE.

# FACULTY FEEDBACK

LAMPREY RIVER ELEMENTARY SCHOOL

MARLENE JONES

IBER HOLMES GOVE MIDDLE SCHOOL

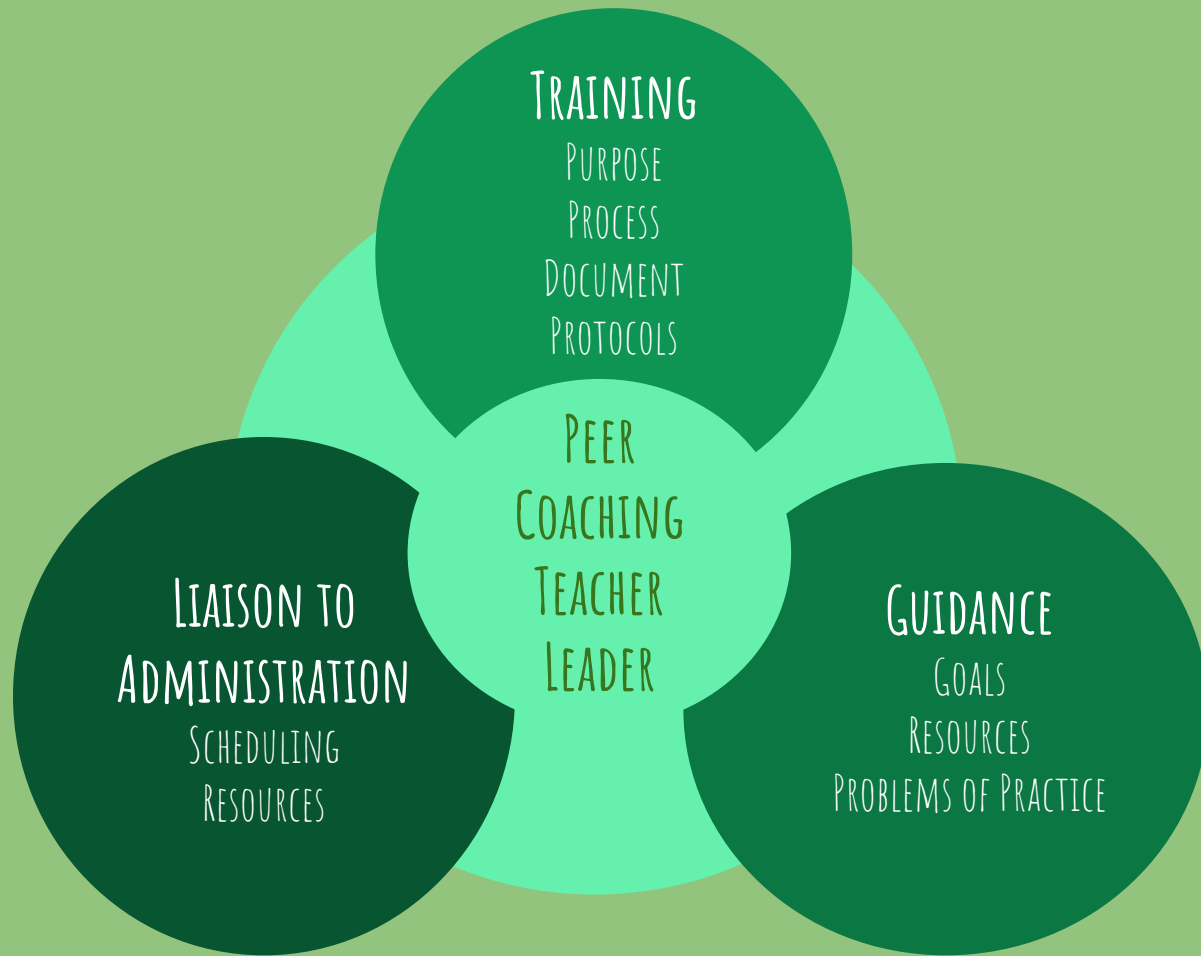
KRISTIN WALLACE

RAYMOND HIGH SCHOOL

PAT NARDONE

PEER COACHING PADLET

HOW DO WE  
MAKE THIS  
WORK?



TRAINING

PURPOSE

PROCESS

DOCUMENT

PROTOCOLS

PEER

COACHING

TEACHER

LEADER

LIAISON TO

ADMINISTRATION

SCHEDULING

RESOURCES

GUIDANCE

GOALS

RESOURCES

PROBLEMS OF PRACTICE

# TEACHER LEADER STIPEND



SUMMER TRAINING

ONGOING TRAINING

AVAILABILITY

GATHER RESOURCES

ADVOCATE & PROMOTE PEER COACHING

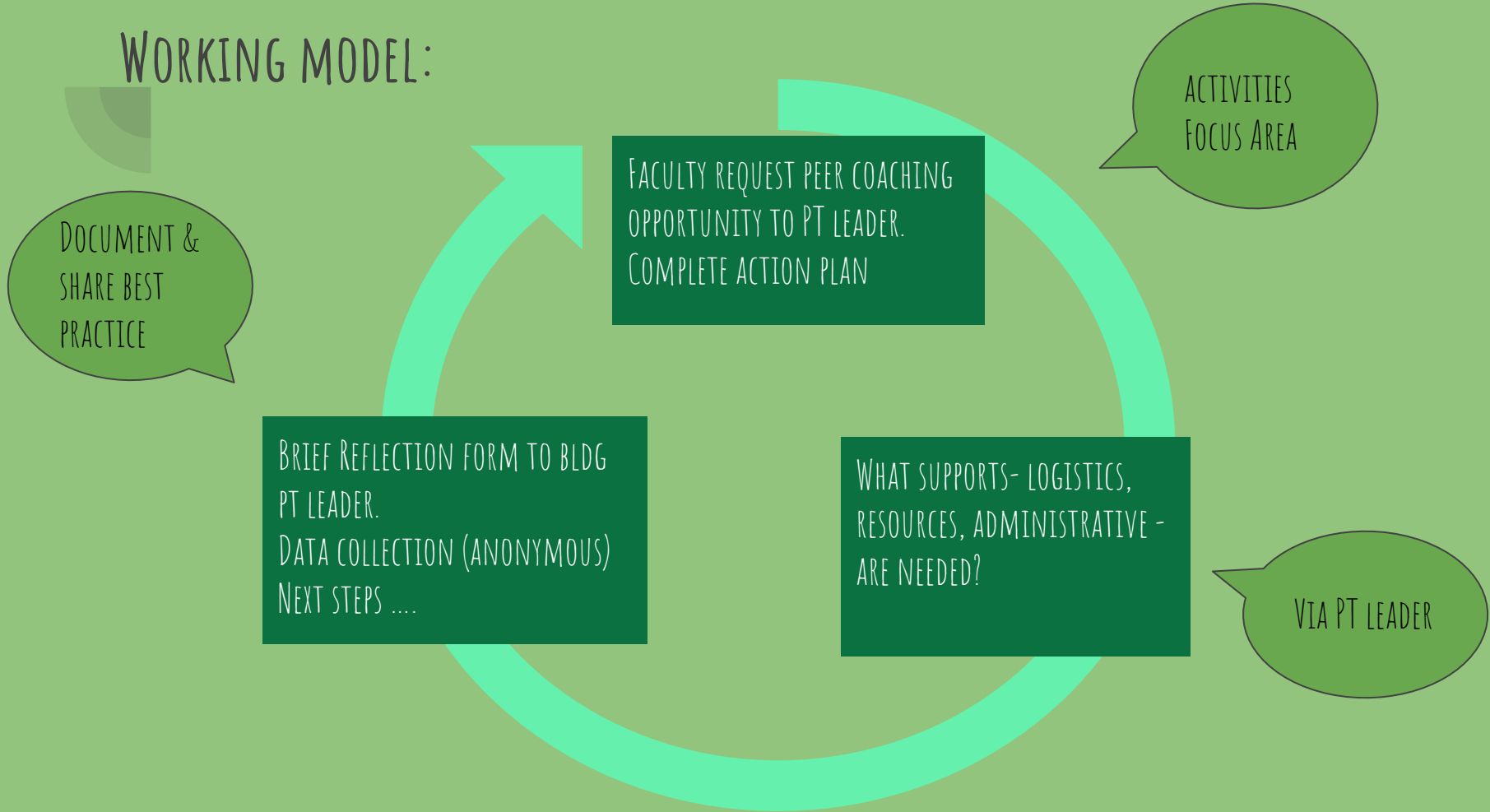
MEET WITH SCHOOL LEADERS TO DISCUSS PROGRESS

WORKING WITH COLLEAGUES - FACILITATE OPPORTUNITIES

PARTICIPATE IN PLANNING YEAR 3



# WORKING MODEL:



# ADMINISTRATION SUPPORT

## TIME

FLEXIBILITY  
RESPONSIVE

## RESOURCES

COVERAGE  
RESEARCH  
PD

## SUPPORT

NON-EVALUATIVE  
VOLUNTARY  
UNCONDITIONAL

# NEXT STEPS

WORKING MODEL


KEEP IT SIMPLE, SMALL, AND BUILD ON SUCCESSES

BOARD PRESENTATION

MAY 1ST TEAM PRESENTATION

SUMMER KICKOFF

TRAINING AND LOGISTICS



SCHOOL BOARD  
DISCUSSION AND FEEDBACK