**What does it take**

**To make peer observation really work?**

**Before**

1. **A particular view of the knowledge base on teaching:**

 **Area of performance, repertoire, matching**

1. **Commitment to certain attitudes**
2. **Steady inflow of new ideas to try or things to look at**
3. **Clear purpose for the visit along with specification by the teacher of what data he/she wants**
4. **Planning conference with key components**
5. **Use conferencing skills**

**During**

**7. Literal note taking and data gathering skills**

**After**

**8. Reflecting conference with key components and conferencing skills**

**Sustaining**

**9. Frequency**

 **10. Clear separation from evaluation**

 **11. Administrative recognition and reward for risk taking by making resources available for those who do peer observation**

 **12. Confidential and non-bureaucratic**

**Key Attitudes**

**Behind**

**Peer Observations**

**We believe in each other’s positive motivations.**

**We respect the teacher’s position as ultimate decision maker.**

**We’re doing this to help each other grow:**

* **In our teaching repertoires.**
* **In our thinking.**

**We have something to learn from every other person.**

**We trust that if we see something that we’re uncomfortable about or don’t understand, we will ask about it…and we will do it from the rather than judgment.**