

PEER OBSERVATION POLICY

Peer observation enables staff to reflect on, develop and improve their practice. Being observed can help build confidence, promote reflection, provide a medium for constructive feedback, and allow for discussion into approaches to practice. Together the process has the capacity to enhance the quality of practitioner output, provide mutual support and aid performance management.

The Pre-School observation system is a developmental tool designed to help staff with professional development. The scheme requires staff to reflect on their own practice. The Peer observation system also helps the setting to identify staff development needs/priorities for individuals. Peer observation is part of the overall strategy to enhance quality assurance at the Pre-School. Annual appraisals and half yearly supervisions are linked to peer observations to aid the identification of development needs. During observations, the observers should remain unobtrusive unless there has been prior agreement. After the observation, the observer and observee should meet to debrief, which should be non-judgmental. All staff should be observed once a half term and pairings changed on a regular basis.

Monitoring

Observations will be monitored to ensure the Peer on Peer system is taking place and operating correctly. Any changes to the system or policy will also be evaluated and amended as necessary. Training and development needs will also be assessed to ensure staff are accessing identified training for professional development.