



‘GROWTH COACHING’ AND ‘PEER OBSERVATION AND FEEDBACK’ AT DEANMORE PS

In 2017 Deanmore Primary School has contracted **GROWTH COACHING INTERNATIONAL** to develop across our school a number of ‘Teacher Coaches’ as well as processes for whole school peer observation and feedback.

GROWTH COACHING

Thirteen different staff (Principal, Deputy Principals, Manager Corporate Services, Science Specialist and 8 classroom teachers) were provided with 2 or 4 days on how to coach other staff in a school setting. These coaches are available to work confidentially with any other staff member in the school.

As stated by *Growth Coaching International*, “..a coach is someone who takes the time to have focused conversations with others to help them **maximise their capabilities**. Coaching is about a way of leading and learning”.

The aim is to ensure that each staff member is continuously developing the knowledge and skills to provide the best possible learning environment for our students. It is envisioned that all staff who are interested in developing coaching skills will have the opportunity to participate in basic coach training.

The “G.R.O.W.T.H.” model now forms the basis for the schools performance improvement (performance management) process for staff.

PEER OBSERVATION AND FEEDBACK

Deanmore PS teaching staff have committed to introducing ‘Peer Observation and Feedback’ as a way to ensure high quality teaching and learning is occurring in every class. All staff will be provided with 2 days of training on the best way to use peer observation and feedback to improve practices.

By ensuring that each and every staff member is able to receive and provide targeted feedback we will be in a position to provide support quickly and at the point of need.