

Leadership and Management

Implementing peer observations



It is important for leaders to introduce peer observations carefully and thoughtfully to a team. As with any new system staff members can be unsure and this can lead to anxiety and misunderstanding.

Therefore, leaders should do some research on the subject prior to implementation and hold staff consultations to alleviate this.

Peer observations help assess and develop the quality of adult/child interactions in a setting. In order to improve quality, peer observations should feed into the supervision and appraisal system and inform action plans and training needs. They can also be used as part of the wider organisation's quality improvement processes. All practitioners should be involved, including the leadership and management team.

Peer observations require:

- A willingness from both practitioners involved in the process.
- Key questions for the observer to focus on
- Commitment from the practitioner being observed.
- Ability to listen to give and receive constructive feedback once the observations are complete.

TASK 1

Start your research - here is a link for you to consider the challenges and barriers of implementing peer observations.

[Making peer observations work | Croner-i \(croneri.co.uk\)](https://croneri.co.uk/making-peer-observations-work)

TASK 2

Consultation with staff - An initial staff meeting should be held to discuss the aims of carrying out peer observations and the process. Share your findings with the staff from the previous task. Being confident and motivated about the new strategy is the first step to positive implementation.

During the staff meeting, practitioners should have a space to reflect on -

- How they feel about the process and any worries or concerns
- Shaping what the process may look like
- Helping develop the questions or observational points
- Establish who may be observing who
- Establish staff skills and confidence in their observation skills
- Establish staff skills and confidence in giving and receiving feedback
- CPD gaps that are need prior to implementing peer observations
- What they would like to get out the process

TASK 3

Group peer practice - once you have established some of the key points above. A good start is to observe together. This will help with consistency, identify and gaps and give confidence to the whole team as a unit. Practice is key.

Use this clip to observe together as a team. [observation interactions - Google Search](#)- Watch 2.05 mins - 5.06 mins.

- Did you observe the same things?
- Were the interactions positive? If so, why?
- What skills/pedagogical approaches did they apply?
- How could the staff improve on practice? Were there any skills and development needs identified?
- If the activity was planned by the practitioner, was it suitable?