## **Peer Evaluation**

Away team training for peer evaluators

#### Introduction to peer evaluation

- Welcome and introductions
- Short background on this project including its aims
- Outline and timescale of the peer evaluation

#### This morning and early afternoon

#### This session will cover;

- Your role as a peer evaluator
- Evaluative writing
- Using Qls to evaluate
- Place based briefing

## Your role as a peer evaluator – using Education Scotland's PRAISE framework

- Purpose
- Relationships
- Awareness
- Information gathering
- Sharing information
- Enabling

#### Your role as a peer evaluator - Purpose

 Being clear about the overall purpose of the peer evaluation and retaining this throughout.

 Creating a shared agenda with staff in the organisation and amongst members of the peer evaluation team

#### Your role as a peer evaluator - Relationships

 Building and maintaining constructive relationships throughout the process, as the basis of a high quality peer evaluation

#### Your role as a peer evaluator - Awareness

- Maintaining a high level of awareness of the context in which staff are operating
- Maintaining a high level of awareness of staff feelings and reactions to the process and of peer evaluator's own approach and its impact

### Your role as a peer evaluator – Information gathering

- Careful inquiry to gather and analyse evidence.
- Retaining an objective stance
- Testing assumptions and assimilating data before evaluating

### Your role as a peer evaluator – Sharing information

- Communicating thoroughly throughout the process to prepare and inform staff
- Encouraging staff to be open in providing their perspective and sharing findings as the peer evaluation progresses

### Your role as a peer evaluator – Enabling

- Treating people with respect
- Engaging them in professional dialogue
- Recognising their efforts
- Sharing findings in a constructive way to encourage ownership and learning to take place

#### Your role as a peer evaluator

Short exercise – in pairs discuss this session.

How will you make sure you follow PRAISE?

Share, briefly, some feedback

## A short introduction to effective evaluative writing and reporting

#### **Avoid**

- Long sentences
- Lots of acronyms and terminology (jargon)
- Too much unnecessary description
- Statements not backed up with evidence
- Tendency to focus on the same word to describe learner experience i.e. confidence

#### Hints and tips

- Have you told a clear & coherent story?
- Is there any unnecessary repetition?
- Are there messages that contradict each other?
- Does the text reflect the QI?
- Have you thought about the audience for it? Make sure your audience would understand

#### Asking yourself 'so what'?

- Useful to use this question to review your writing
- If what you have written doesn't answer it- take it out or amend.

# Using Quality Indicators to assess impact and identify next steps

Quality indicators are a tool to support self-evaluation

- To explore progress, identify what has improved and what needs to improve.
- To inform planning
- To provide evidence for reporting to stakeholders

#### How good is ... Qls each include

- Illustrations of very good practice
- Challenge questions
- Suggestions around evidence



# They will support you as peer evaluators to undertake evaluation in a consistent and open way

Asking;

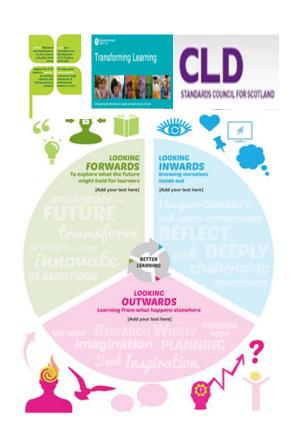
How are you doing?

How do they know?

What are they going to do now?

Looking;

Inward, outward, forward



Using Quality Indicators to assess impact and identify next steps

Read the QIs you are focussed on for the visit;

List the QIs each hone team have selected here EG Somewhere team QI 3.1

In small groups identify and adapt challenge questions you may use. What information will enable you to understand and evaluate progress, strengths, areas for development?

#### **Finally**

Any questions, feedback, comments?