

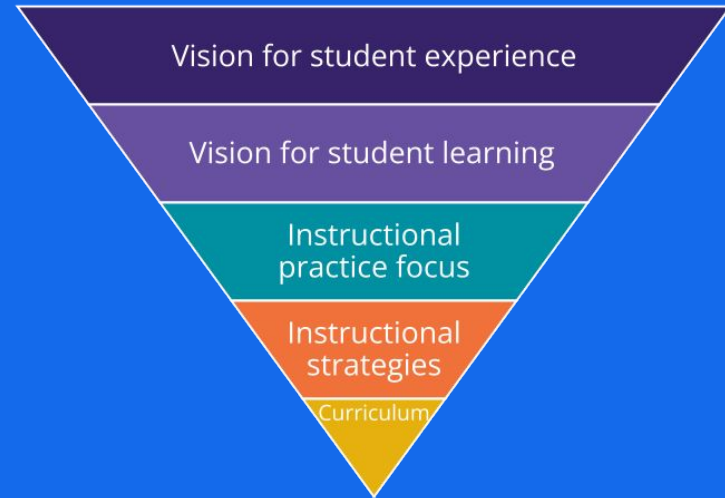
2025-2026 QComp School Board Presentation

Peer Coaching



Agenda

1. Living Our Mission
2. Peer Coach Data
3. Program Shifts

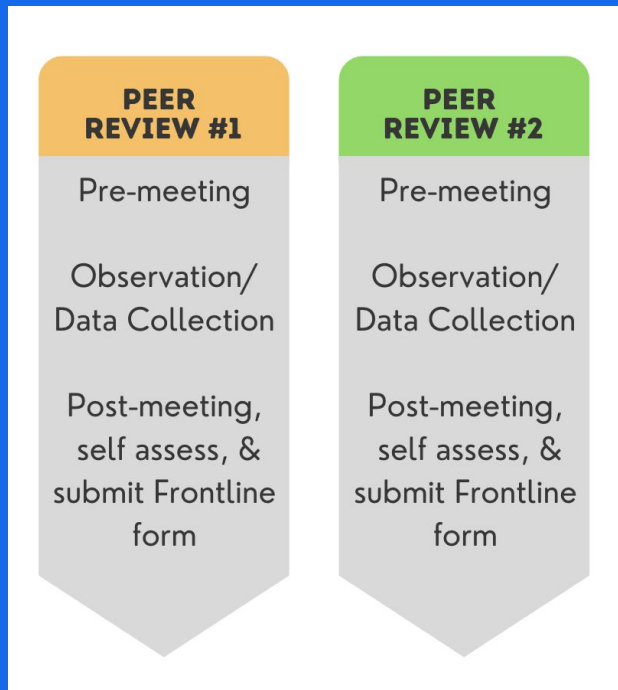


Peer Coaching Mission Statement

A yellow triangle graphic pointing downwards, located in the top right corner of the slide.

To cultivate a culture of continuous **self-directed learning** and **growth** among our staff through a **coaching partnership** that focuses on **reflective conversations** rooted in collected **data**, with the ultimate goal of **positively impacting student achievement and experience**.

Self Directed Learning and Growth



- Professional Learning
- Culturally Responsive Protocols, Portrait of a Wayzata Graduate, Basic Needs
- Learning Walks
- 5D+ Rubric Reflective practice

Teacher Quotes from Feedback Survey

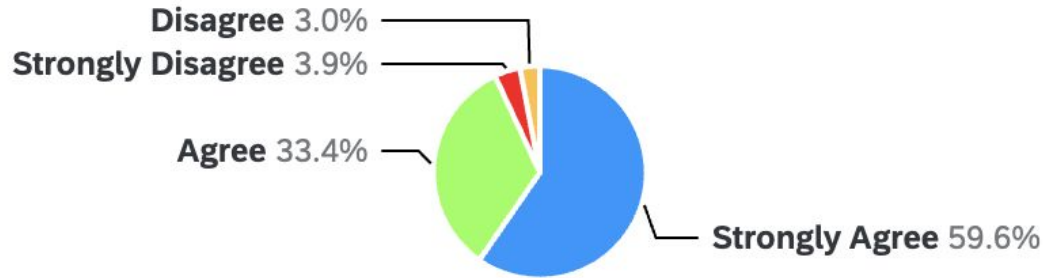
"I value the **choices** I have in the peer coaching program to direct my own **professional growth**."

"Be **vulnerable** and reflect in ways that help me **identify strengths, opportunities for growth, and actionable steps**."

"Reflect on my practice, determine next steps, build my **confidence**, and focus on areas of growth that **genuinely interest** me."

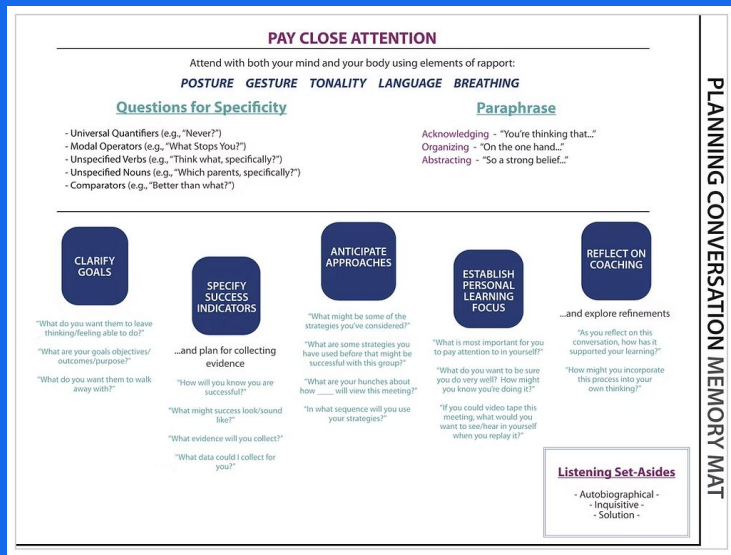
"**Honestly** discuss **areas of growth** and **student experience** information."

I value the choices I have in the peer coaching program to direct my own professional growth.



332 respondents

Reflective Conversations Rooted in Data



Teacher Quotes from Feedback Survey

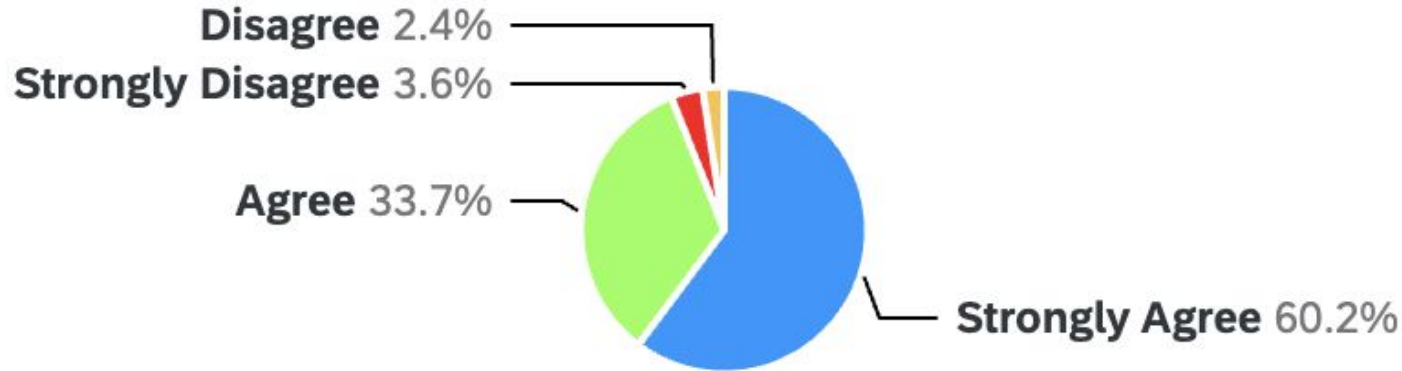
"**Reflect** on my **teaching practices** and how they **impact the students** so that I can find new ways to **improve**."

"My peer coach provides **data/feedback** that helps me **reflect** on my professional practices."

"Gain honest insight from a **fellow professional and trusted peer**. I value this so much because it is **lower stakes** than conversations with administrators, but equally impactful."

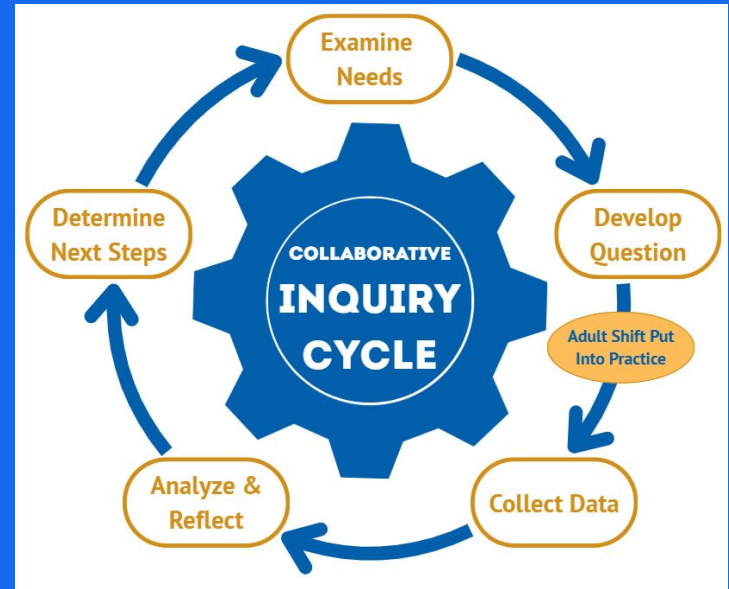
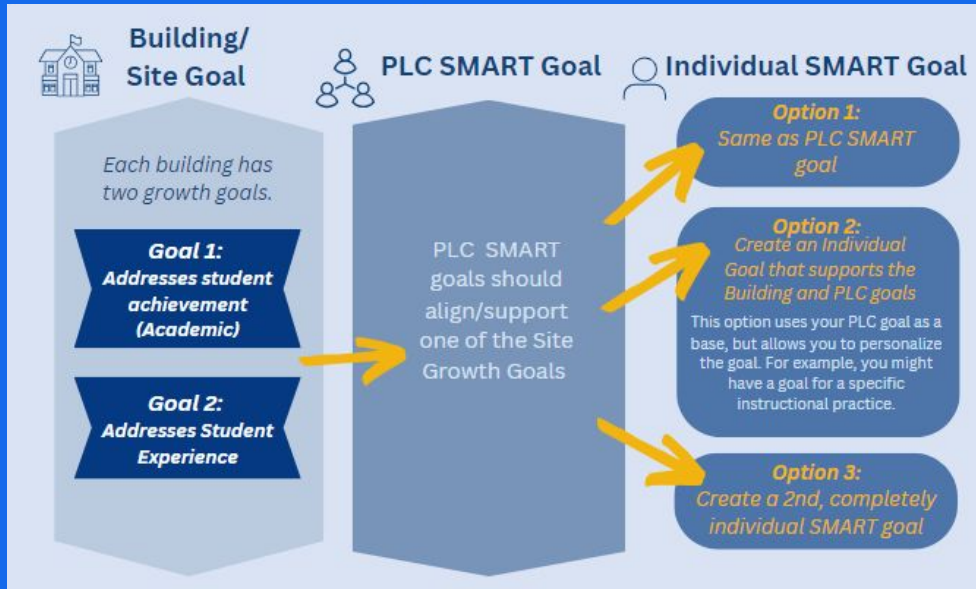
"**Think, reflect and change** my practice for the better. My coach is highly effective at being able to ask questions that allow me to reflect on my practice. "

My peer coach provides data/feedback that helps me reflect on my professional practices.



332 respondents

Positive Impact on Student Achievement and Experience



7th Grade ELA at West Middle School

CI Question

How does using a culturally responsive protocol during the chunk or chew part of a lesson help students engage in deep learning and engagement?

Connections to Coaching

- Teachers connected BOTH peer review cycles to this goal
- Cycle 1: Interview students to gather their perspective on the protocols: which are working best for learning and why
- Cycle 2: Observational data on a lesson completely redesigned with use of two protocols

PLC's End of Year Reflection



"Through observations with my peer coach and street level data from student interviews, [we] learned about both student preferences and the impact of the protocols my PLC has utilized.

Students were more actively engaged and reflective when we used the protocols."

"Not only do culturally responsive protocols increase engagement, they also provide more **in-the-moment formative feedback** for me. [we] also learned that using multiple protocols (during the ignite, then during the main chunk of the lesson) allows for ALL students to find access points for the learning by highlighting different cultural behaviors."

"[We] intend to keep growing in this work, **allowing ourselves to be uncomfortable in order to improve outcomes for our students**. Looking for more ways to embed protocols into the main chunks of the lesson and using the structure of protocols to facilitate differentiation are some next steps."

Social Structure
Cooperative / Hierarchical
Relativity
Subjective / Objective



JUST THE HEADLINE



On your own, list everything you know about a topic.



When you are ready, compare your list with a partner. Choose the top 2-3 ideas.



With your partner, combine your ideas into a headline.



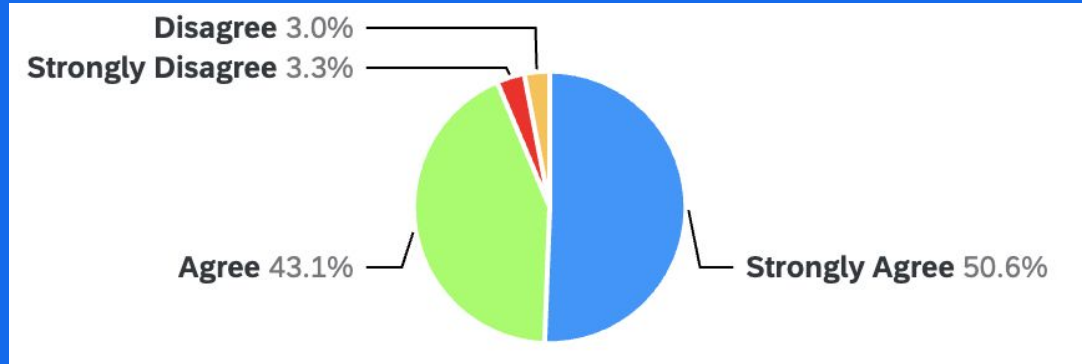
Share why this is the key thing to know about a topic.

02:00

Peer Coach Collaborative Inquiry Question

How does a peer coach's focused use of **probing questions** during post-observation debriefs influence a teacher's identification of a high-leverage **next actionable step** for student learning?

332 respondents

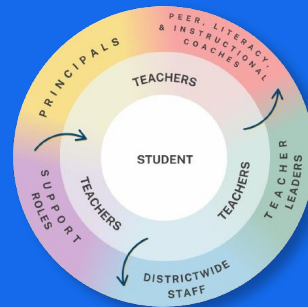
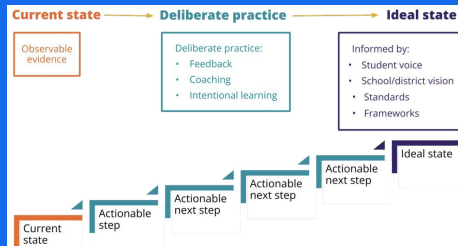
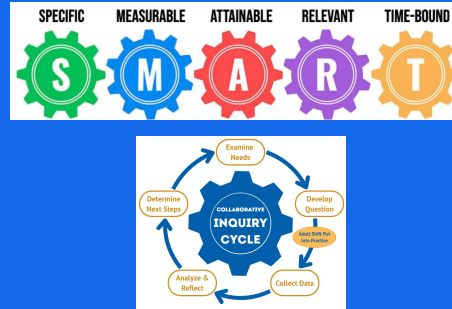
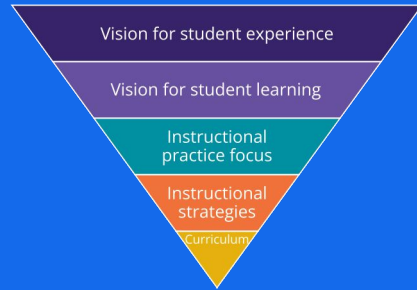


Peer Coach Survey Data Summary

	2024	2025	2026
I value the choices I have in the peer coaching program to direct my own professional growth .	94%	95%	93%
My peer coach provides (data/feedback) that helps me reflect on my professional practices.	93%	95%	94%
As a result of the peer coach process, I have tried new teaching practices .	85%	90%	94%
Working with my peer coach has positively impacted student learning and experience .	87%	92%	92%

*Percentages indicate staff that agree or strongly agree

Program Shift Highlights



Thank you!

Thoughts or questions?

