

# **MORRIS AREA SCHOOL DISTRICT POLICY #425A**

ADOPTED – MARCH 2009

**REVISED – DEC. 2011**

**REVIEWED – JAN. 2015, FEB. 2018, MAY 2021**

## **425A PEER COACHING POLICY**

### **I. PURPOSE**

The purpose of this policy is to improve the instructional effectiveness of licensed personnel covered by this contract.

### **II. GENERAL STATEMENT OF POLICY**

- A. This peer coaching policy was developed by the Mentoring Sub-Committee of the Advisory Staff Development Committee of the Morris Area Schools. It represents an agreement between the Morris Teacher's Association (as the exclusive representative) and School District 2769.
- B. It is intended that this policy be maintained as the formal agreement for the requirement of M.S. 122A.40. This policy will remain open for review and change, if so desired, upon agreement of the exclusive representative and School District 2769. It shall not be modified at the sole discretion of either of the agreeing parties.

### **III. DEFINITIONS:**

This policy establishes two programs that will operate in conjunction with each other.

- A. PEER MENTORING shall be defined as the process by which a probationary teacher is paired with a tenured teacher for the purposes of induction to the school district and support of teaching practices/
- B. COLLABORATIVE COACHING shall refer to the process by which a tenured teacher, working with a coach or with a cohort group, shall embark upon a course of observation, review, and study for the purpose of improving instruction.  
In no case shall either program be used to form the basis for any disciplinary action, nor shall it be used to judge the competency of any teacher. No judgments or opinions regarding a probationary or tenured teacher shall be made by a coach to any other teacher or administrator.
- C. COACH shall be defined as a tenured teacher who is participating in a program of observation and review designed to assist another teacher. Prior to participating as a coach, all coaches shall participate in a training program.
- D. The INDIVIDUALIZED PROFESSIONAL GROWTH PLAN refers to that document, prepared annually, in which a teacher sets down his/her plan for continuing education and development as part of the staff development process.

### **IV. DEVELOPMENT OF SCHOOL LEVEL POLICY**

Assignments: The Exclusive Representative acknowledges the requirements of M.S. 122A.40 regarding peer assistance and review. The exclusive representative wishes to comply with M.S. 122A.40 with the following understandings:

- A. All probationary teachers will be required to participate in peer mentoring as required by MS 122A.40.
- B. The mentee or teacher desiring collaborative coaching shall select a coach or coaching team from the volunteer pool list maintained at the district.
- C. The coach shall conduct all observations during the working day. The coach shall not be required to use his/her preparation time to conduct observations. The coach shall be freed of one hour of teaching per each observation.
- D. A coach will be selected on a volunteer basis and will be a non-probationary teacher.

*Cross Reference:* Morris Area Schools Mentor/Mentee Handbook