

## Peer review of teaching

### Who should be reviewed? It depends on the purpose of the review:

- It could be most staff if you are aiming at broad quality enhancement.
- It could be a specific cohort that needs a targeted program – sessional or new staff.

### Should the review be mandatory, encouraged or optional?

---

#### 1. Should it be all or most teaching staff within a department?

By including all/most teaching staff you are acknowledging that teaching quality is a shared responsibility. This encourages collegiality and an enhancement focus where ideas are shared. It promotes an open teaching culture especially in the case of reciprocal or group review. The focus can be on priorities for the department or interests of individuals or both. To maintain collegiality participation should be optional, but strongly encouraged.

---

#### 2. Should it be new staff?

A program targeted at new staff can accommodate their particular needs. A targeted program can complement induction that is beneficial to all new staff. Pairing new staff with experienced staff offers a range of benefits. Targeted programs for new staff can be mandatory.

---

#### 3. Should it be sessional staff?

Sessional staff have specific needs – a targeted sessional program can help ensure they are supported and well equipped to provide quality teaching. Programs targeting sessional staff can accommodate their limited time and recognise their financial status. Targeted programs can help overcome the isolation felt by some sessional staff. Targeted programs for sessional staff can be mandatory if staff receive remuneration for participating in peer review.

---

#### 4. Should it be staff enrolled in a particular professional development program?

Staff enrolled in foundations programs, graduate certificates or other teaching courses can be targeted. Targeted programs can effectively engage new staff or those with a particular interest in quality teaching. The review process and approach can be effectively embedded into the program curriculum. Participation in review may be made a requirement of completing the program.