

FIGURE 5.1 INNOVATION CONFIGURATION (IC) MAP FOR PEER OBSERVATION PROCESS

1: IDEAL STATE

Each team member actively participates in a peer-to-peer observation process to deepen understanding of the evidence-based practice and meets **all** of the following criteria.

2: DEVELOPING

Each team member actively participates in a peer-to-peer observation process to deepen understanding of the evidence-based practice by meeting **most** (50–99%) of the success criteria.

3: STARTING OUT

Each team member actively participates in a peer-to-peer observation process to deepen understanding of the evidence-based practice by meeting **some** (0–49%) of the success criteria.

- Each team member observes one or more colleagues implementing the strategy
- Each team member is observed by one or more colleagues
- The team provides mentoring and coaching
- Feedback about student learning and/or implementation is provided to each educator being observed
- Feedback about mentoring is provided to the observer
- Discussion and reflection centers on the impact of student learning as a result of the evidence-based strategy