

The 6 Steps of Peer Coaching



Identify the target social skill

- Identify the social skill deficit through interviews and direct observations
- Make sure the social skill is easily observable. You have to provide a clear description of the social skill to the peers. Remember, peers will need this social skill to be clearly defined since they may have limited experience with peer coaching.



Begin teaching the social skill to the learner

- Prior to implementing peer coaching, introduce the skill to the learner with a few teaching sessions prior to implementing peer coaching.
- The peers may be more successful if the learner has already been exposed to a few teaching sessions for the target skill.



Identify peer candidates who demonstrate compassion

- Through direct observations and teacher interviews, identify peers who are kind and helpful.
- When presenting the idea to peers, make sure they really want to do it, so they aren't doing it because they feel pressured to do it.



Teach peers the necessary strategies to implement peer coaching

- Role play with the peers how to coach the desired skills.
- The teacher can have the peers pretend to be the learner, while the teacher models the coaching methods.
- Next, the teacher can pretend to be the learner, while the peer practices the coaching methods.
- Take your time with training the peers and make sure they are comfortable and ready to implement the coaching procedures prior to starting the intervention.



Teach peers how to reinforce the skill

- *Teach the peer how to reinforce the skill that matches how peers reinforce each other (i.e. fist bumps, or specific phrases peers use).*
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Reinforce the peers for their coaching efforts

- *Make sure peers are receiving positive feedback for their efforts. Make sure the feedback is specific. (i.e. “You are doing such a great job teaching Billy how to respond to sarcasm”)*
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