**Peer Observation**

The spirit of peer observation is to improve the quality of teaching at Namal. We plan a two-pronged strategy in this regard.

**Phase 1:**

Faculty has decided that if Namal could improve our students in the following competencies/characteristics, it will produce quality students:

1. Thoughtlessness

2. Technically Shallow

3. Lack of Communication Skills

4. Lack of Passion

5. Lack of Self Accountability

6. Lack of bonding between Juniors and Seniors

7. Lack of experimenting

8. Non-reading attitude

9. Trustlessness

10. Lack of respect of time

Now here’s the important caveat - it was quickly realized that students are a mere reflection of us teachers. So a faculty member will be able to inculcate quality into his/her students, only to the degree the faculty member has the above-mentioned qualities. In this regard, the idea is to conduct a survey, where all faculty members rate each other in the abovementioned aspects. One task is to convert each category into its positive equivalent:

1. Thoughtful
2. Technically expert
3. Great listener
4. Great speaker
5. Passionate towards education
6. Self-accountable
7. Friendly with other faculty members
8. Loves to experiment
9. Loves to read
10. Trustworthy
11. Trustful

We conduct this survey right after Ashura holidays!

**Phase 2:**

Those faculty members who don’t fare too well on the students feedback of their courses shall be provided with the resources and opportunities of development.

One of the resources will be peer(s) review, where one or more faculty member(s), not necessarily high scoring ones, attend the lecture of the concerned faculty member and have a discussion afterwards, discussing their feedback and recommendations.

It is important that peer review(s) are not reduced to numbers and there is a more human element to it.