



Tools for Evaluating Your Peer Coaching Program

Peer coach supervisors should assess the work performance of their peer coaches at least once per program cycle. They should also be very intentional about incorporating youth development principles into their work with peer coaches. In addition, program directors/school leaders and peer coach supervisors should collaborate to evaluate their peer coach program at least once a year. Taking the time to reflect on the program's design, staffing, activities, successes, and challenges enables staff to develop strategies for improving outcomes through program adjustments and new practices/policies. Use the following tools to help ensure that your program is meeting its goals and needs.

Tools for Assessing the Work Performance of Peer Coaching Staff

Peer coach supervisors can use these tools during an in- person peer coach training and outside of training to ensure that peer coaches understand key concepts they will need as they advise students and to practice effective advising skills.

1. [Peer Coach Assessment Tool](#) – Peer coach supervisors can use this 4-page tool to assess peer coach work performance in the following areas: job knowledge; leadership; attendance and punctuality; initiative; communication; and relationship building. They can also use this tool to show peer coaches the areas/skills they will be assessed on and that they should work to develop and strengthen over time. Providing constructive feedback to peer coaches regarding their work is an essential part of supervisory duties.
2. [Youth Development Self-Assessment](#) – This tool enables peer coach supervisors to determine how well they are incorporating youth development principles into their work with peer coaches and the peer coaching program.

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1. [Program Implementation Rubric](#) – Peer coach supervisors and program directors/school leaders can use this tool to evaluate the peer coach program, including its use of peer coaches.