# PEER COACHING FOR TEACHERS' PROFESSIONAL DEVELOPMENT

A Thesis Submitted to the Department of English Education
In Partial Fulfilment for the Master of Education in English

Submitted by

**Badri Prasad Dhamala** 

Faculty of Education,

**Tribhuvan University** 

Kirtipur, Kathmandu

2013

# PEER COACHING FOR TEACHERS' PROFESSIONAL DEVELOPMENT

A Thesis Submitted to the Department of English Education

In Partial Fulfilment for the Master of Education in English

Submitted by

**Badri Prasad Dhamala** 

**Faculty of Education** 

**Tribhuvan University** 

Kirtipur, Kathmandu

2013

T.U. Reg. No.: 9-2-21-382-2004 Date of Approval of the Thesis

Second Year Examination Proposal: 2069-06-25

Roll No.: 280328/067 Date of Submission: 2013/2/7

# **RECOMMENDATION FOR ACCEPTANCE**

This is to certify that Mr. Badri Prasad Dhamala has prepared the thesis
entitled Peer Coaching for Teachers' Professional Development under my
guidance and supervision.

I recommend this thesis for acceptance.	
Date:	
	Mrs. Hima Rawal (Guide)
	Lecturer
	Department of English Education

T.U., Kirtipur

# **RECOMMENDATION FOR EVALUATION**

This thesis has been recommended for evaluation from the following Research Guidance Committee:

	Signature
Dr. Chandreshwar Mishra	
Professor and Head	Chairperson
Department of English Education	
TU, Kirtipur	
Mrs. Saraswati Dawadi	
Lecturer	Member
Department of English Education	
TU, Kirtipur	
Mrs. Hima Rawal (Guide)	
Lecturer	Member
Department of English Education	
TU, Kirtipur	
Date:	

# **EVALUATION AND APPROVAL**

This thesis has been evaluated and approved by the following **Research Approval and Evaluation Committee**.

	Signature
Dr. Chandreshwar Mishra	
Professor and Head	Chairperson
Department of English Education	
Chairman	
English and Other Foreign Languages	
Educattion Subject Committee	
University Campus	
TU, Kirtipur	
Dr. Laxmi Bahadur Maharjan	
Reader	Member
Department of English Education	
TU, Kirtipur	
Mrs. Hima Rawal (Guide)	
Lecturer	Member
Department of English Education	
TU, Kirtipur	
Date:	

## **DECLARATION**

I hereby declare that to the best of my knowledge this thesis is original; no
part of it was earlier submitted for the candidature of research degree to any
university.
Date:

**Badri Prasad Dhamala** 

# **DEDICATION**

### **Dedicated**

to

My Parents who devoted their entire life to make me where I am today.

#### **ACKNOWLEDGEMENTS**

First of all, I would like to express my sincere gratitude to my thesis supervisor and guide **Mrs. Hima Rawal,** Lecturer, Department of English Education, University Campus, T.U., Kirtipur who guided me throughout my study. This thesis would remain incomplete without her instruction, suggestion and guidance.

I am grateful to **Dr. Chandreshwar Mishra**, Professor and Head, Department of English Education, University Campus, T.U., Kirtipur, for his supporting ideas, valuable suggestions and providing me with an opportunity to conduct the research study.

I would like to express my sincere gratitude to **Dr. Laxmi Bahadur Maharjan**, Reader, Department of English Education, University Campus, T.U., Kirtipur, for providing me with enlightening ideas and valuable suggestions.

I am extremely grateful to the intellectual personalities of the Department of English Education, Prof. Dr. Jai Raj Awasthi, Prof. Dr. Govinda Raj Bhattarai, Prof. Dr. Tirth Raj Khaniya, Dr. Anjana Bhattarai, Prof. Dr. Anju Giri, Dr. Tapasi Bhattacharya, Dr. Tara Datta Bhatta, Dr. Bal Mukunda Bhandari, Mr. V.S. Rai, Mr. Raj Narayan Yadav, Mr. Prem Phyak, Mr. Bhesh Raj Pokhrel, Mrs. Madhu Neupane, Mrs. Saraswati Dawadi, Mr. Ramesh Ghimire for their encouragement and academic support.

Similarly, I would like to extend my sincere gratitude to **Mrs. Madhavi Khanal.**I am also grateful to all the respondents and informants of Okhaldhunga district for giving me valuable time. I would also like to express my special thanks to all the English teachers of Okhaldhunga district for their kind cooperation and help.

Likewise, I would like to thank **Mr. Rajendra Timilsina** (EFA Publication and Computer Service) Kirtipur, who did entire computer work of the study.

Last but not the least, I would like to express thanks to Mr. Prakash Acharya, Mr.Suraj Pandey, Mr.Mukti Pangeni, Mr. Netra Dhamala, Mr. Mohan Dhamala, Mrs. Bhabana Dhamala, Mrs. Devika Dhamala, Mr.Darpan Dhamala, Mr. Unique Dhamala, Mr.Youba Raj Parajuli, Mrs. Bala Parajuli, Mrs. Ghanashyam Bastola, Mrs. Sarala Bastola, Mr. Prakash Phuyal, Mrs. Radhika Phuyal and all my collegues who directly or indirectly helped me in completing this study.

Finally, my heartly honor goes to my parents, sisters, my wife **Mrs. Bhabana Sharma** for their invaluable contribution to my career and great patience and encouragement during my study.

**Badri Prasad Dhamala** 

#### **ABSTRACT**

The present study entitled "Peer Coaching for Teachers' Professional Development" aimed at finding out practices of peer coaching as a strategy for teachers' professional development. This research study was consisted of primary and secondary sources of data. For primary data, forty English teachers of secondary level were selected from Okhaldhunga district. Forty English language teachers of secondary level were selected by applying nonrandom judgmental sampling procedure. During the period of data collection, I distributed the questionnaires. After the study it was found that most of the teachers are aware of peer coaching and professionalism. The teachers viewed that professionalism will be well developed when they actually adopt peer coaching for their own learning. Training, workshops, books, journals are the ways of collecting issues for peer coaching practices.

This study consists of four chapters. The first chapter includes the general background, review of the related literature, objectives and significance of the study. The second chapter deals with methodology; how the research was carried out. It includes sources of data, population of the study, sample population, sampling procedure, tools for data collection, process of data collection and limitations of the study. The third chapter is the main part of the study which includes analysis and interpretation of the data. The final chapter deals with the findings and recommendations of the study followed by references and appendices.

# **TABLE OF CONTENTS**

	Page No.
Declaration	i
Recommendation for Acceptance	ii
Recommendation for Evaluation	iii
Evaluation and Approval	iv
Dedication	v
Acknowledgements	vi
Abstract	viii
Table of Contents	ix
List of Tables	xi
List of Figures	xii
List of Abbreviation	xiii
CHAPTER ONE: INTRODUCTION	1-18
1.1 General Background	1
1.1.1 Teacher Development	2
1.1.2 Importance of Professional Development	4
1.1.3 Teacher Training and Teacher Development	6
1.1.4 Strategies for Professional Development	8
1.1.5 Models of Professional Development	9
1.1.5.1 The Craft Model	10

	1.1.5.2 The Applied Science Model	10
	1.1.5.3 The Reflective Model	12
	1.1.6 Peer Coaching	13
	1.1.6.1 Benefits of Peer Coaching for Teachers' PD	14
	1.1.6.2 Types of Peer Coaching	15
	1.1.6.3 Procedures Used for Peer Coaching	15
1.2	Review of the Related Literature	16
1.3	Objectives of the Study	18
1.4	Significance of the Study	18
СНА	PTER TWO: METHODOLOGY	19-20
2.1	Sources of Data	19
	2.1.1 Primary Sources of Data	19
	2.1.2 Secondary Sources of Data	19
2.2	Sampling Procedures	19
2.3	Tools for Data Collection	20
2.4	Process of Data Collection	20
2.5	Limitations of the Study	20
СНА	PTER THREE: ANALYSIS AND INTERPRETATION	21-37
3.1	Teachers' Awareness Towards Peer Coaching	21
	3.1.1 Teachers' Awareness Towards Peer Coaching	21
	3.1.2 Teachers' Perception on Peer Coaching	24

3.2	Practices of Peer Coaching as Strategy for	
	Professional Development	27
3.3	Benefits of Peer Coaching Practices Perceived by Teachers	31
СНАБ	PTER FOUR: FINDINGS AND RECOMMENDATIONS	38-39
4.1	Findings	38
4.2	Recommendations	39
Refe	rences	
Appendices		

# **LIST OF TABLES**

		Page
Table No. 1:	Teachers' Awareness Towards Peer Coaching	22
Table No. 2:	Teachers' Perception on Peer Coaching	24
Table No. 3:	Teachers' Understanding of Peer Coaching	25
Table No. 4:	Growing Professionalism Through Peer Coaching	26
Table No. 5:	Teachers' Teaching is Effective	28
Table No. 6:	Conducting Peer Coaching Procedure	28
Table No. 7:	Types of Peer Coaching	29
Table No. 8:	Situation of Conducting Peer Coaching	30
Table No. 9:	Peer Coaching Adopted by Teachers	31
Table No. 10:	Use of New Teaching Materials	32
Table No. 11:	Positive Changes Through Peer Coaching	32
Table No. 12:	Novice Teachers Learn from Experienced Colleagues	33
Table No. 13:	Novice Teachers Get Supportive Context	34
Table No. 14:	Peer Coaching is Developmental Activity	34
Table No. 15:	Developing Collegiality Through Peer Coaching	34
Table No. 16:	Coach Develops the Sign of Recognition	35
Table No. 17:	Teachers' Hope in Achievement by Taking Part in Peer	
Co	paching	36
Table No. 18:	Teachers' Achieved Benefits through Peer Coaching	37

# **LIST OF FIGURES**

		Page
Figure No. 1:	The Craft Model of Professional Education	10
Figure No. 2:	Applied Science Model	11
Figure No. 3:	The Reflective Model (Preliminary)	12

### LIST OF SYMBOLS AND ABBREVIATIONS

% : Percent

DOE : Department of Education

Dr. : Doctor

ELT : English Language Teaching

EFL : English as a Foreign Language

e.g : For Example

et al. : And other people

etc. : Etcetera

FOE : Faculty of Education

i.e. : that is

INSET: In Service Education and Training

M.Ed. : Master's of Education

MOE : Ministry of Education

MOES: Ministry of Education and Sports

NELTA: Nepal English Language Teacher's Association

NNEPC : Nepal National Educational Planning Commission

No. : Number

PD : Professional Development

Prof. : Professor

PSTTC: Program for Primary School Teacher Training Center

S.N. : Serial Numbers

T.U. : Tribhuvan University

TD : Teacher Development

TPD : Teacher's Professional Development

TT : Teacher Training

USA : United States of America