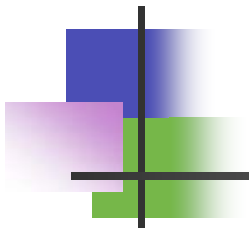




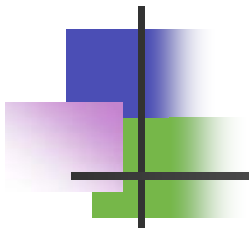
COBRA Quality Improvement Committee

Peer Review - Peer Learning

August 1, 2007



How do you define
peer review?



Is there a peer
review process in
your program?



How does it work?



Do you find it
beneficial?

If so, in what ways?



Adult Learning Theory

- Adults have a need to know why they should learn something before investing time in a learning event.
- Adults have an image of themselves as self-directing, responsible grown-ups.
- Adults have wealth of experience and a great deal to contribute.
- Adults more willing to learn that which helps them cope with daily life effectively.
- Adults willing to learn those things that they believe help them perform a task or solve a problem.
- Adults are more responsive to internal motivators such as increased self-esteem than external motivators such as higher salaries.



Key Adult Learning Principles

- Readiness
- Experience
- Autonomy
- Action



Autonomy

- Adult learners understand best if they take charge of their learning.
- Adult learners like to participate actively and contribute toward their learning.

Ways to Apply Learning Theory



- Create opportunities for case management staff to share their unique ideas, suggestions, solutions and examples
- Solution and critic teams
- Role plays



Benefits

- Encourage positive change
- Support mutual learning
- Support overall effectiveness



Important for Supervisors:

- Manage the process
- Set ground rules
- Foster interdependence
- Cultivate individual and group accountability