



NATIONAL FORUM
FOR THE ENHANCEMENT OF TEACHING
AND LEARNING IN HIGHER EDUCATION

Introduction to Peer Triads in a PD Open Course





Introduction to Peer Triads

The National Forum PD open courses use peer triads where participants wish to achieve a digital badge for the successful completion of an open course. Peer triads provide members with the opportunity to take responsibility for their professional development; by assuming this responsibility, members' motivation and self-directedness can increase. In turn, the mix of people who make up the triads nurtures valuable reciprocal learning and potentially transformative collaborative reflection.

The peer triads which are used in National Forum PD open courses facilitate course participants in working together to:

- share professional development experiences and ideas
- provide support to each other with completing the open course activities
- provide authentication/validation that the triad members have met the criteria to achieve the associated digital badge
- meet new people and extend their academic network

The triads are a safe professional space; it is important that you can trust the peers in your triad so that if you want to discuss sensitive issues, you can do this and be confident that it will not go beyond the triad.

- There can be diversity in the format of the triad discussions, which can be in person, by video or conference call, or through email discussion. Zoom/MS Teams/Skype/equivalent can work well for triads who are based in different locations or cannot meet peers face-to-face.
- 90 mins is a useful amount of time for a meeting (allows time for introductions, followed by 20-25 mins or so to delve into how each PD open course criterion has been met, including PD action plans).

What you are aiming for in the peer triad

First and foremost, the triad can offer an opportunity for conversation, sharing ideas & experiences, talking to colleagues from different institutions and career pathways and learning from them. Forming a supportive, cohesive atmosphere in the triad can increase interaction, collaboration and mutuality.

In terms of claiming the digital badge, the aim of the peer triad is consensus moderation i.e. a peer review of each other's work that results in calibration and consensus being achieved.

The 'moderation' element is the change in views of participants that is needed to reach the consensus.

The 'consensus' aspect is peer agreement. This is more than a mere accommodation such as 'agree to disagree' – it is genuine change to a common position (i.e. calibration).

Some tips for triad success

1. *Commitment.* If you have enrolled on an online open course, you have decided to make a commitment to your own PD and to the colleagues who are depending on you as part of the triad process. It is important to be aware from the outset that you have committed your regular engagement and support to your triad members throughout and to the end of the digital badge process.
2. *Engagement.* Going in with an open mind and being prepared to commit the required hours (in total) to writing your PD portfolio and to feed back to colleagues.
3. *Ownership.* Those who most value the process have often consciously decided what benefits they want from the triad process, and how to achieve them. It may be worth discussing this upfront with your triad.
4. *Openness.* Being prepared to be open in the discussions and to share problems/challenges in a way you are happy with, as this is what enables colleagues to support you.
5. *Respect.* The PD Framework values include inclusion and authenticity.

Getting started

Preparing the triad: Introduce yourself into the triad, set your ground rules (in a peer contract), negotiate how you will work (your available times to meet may vary).

Tools to be used: What do you decide on?

Responsibilities: Will participants have different responsibilities?

Things to consider: Participation; Communication; Meetings; Conduct; Deadlines; Signatures (electronic required).



Triad Member names (or Triad name):

These are the terms of group conduct and co-operation that we agree on as a triad.

Communication: We agree to...

Participation: We agree to....

Meetings: We agree to....

Conduct: We agree to...

Conflict: We agree to...

Deadlines: We agree to...

Triad Member's Name	Triad Member's Signature

Claiming your Digital Badge

To be completed when your triad wants to claim your digital badge:

Task	Agreement
Meeting date: (to discuss how each of you of met all the badge criteria)	
Name of triad members who will claim their badge before an agreed date (this date should be after the meeting to review evidence against the badge criteria, see above)	
If all members of the triad are not claiming their badge at this time, please give a rationale (e.g. intending to claim at a later date, not going to claim etc)	
Has this process been agreed by all triad members?	Yes <input type="checkbox"/> No <input type="checkbox"/>
If you have ticked 'no' above please provide some explanation	

You will be asked to upload this form to the open courses VLE when you claim your digital badge.



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