**Peer Exchange Partnership Presentation Summary**

The Peer Exchange Partnership (P.E.P) initiative at DLIELC, a U.S. DOD institution tasked with providing world-wide English Language Training (ELT) and cultural immersion to enable U.S. military and international partners to communicate in support of Defense Security Cooperation objectives, was launched in the summer of 2023. PEP is an opportunity for DLIELC faculty to observe each other’s practice and learn from one another. This voluntary initiative is instructor-driven. It aims to support the sharing of best practices and strengthen awareness about the impact of one’s own teaching. Classroom observations are structured and formative, with a specific focus self-identified prior to an observation. The observer gathers evidence to inform both participants’ reflection and gain deeper insight into their teaching practice.

PEP creation and implementation was a multi-step process. The PEP Development Team initially conducted literature research and analyzed peer-coaching strategies, models, and their applicability to DLIELC instructional branch operations. A beta test was conducted in Dec 2022 – Feb 2023 with 15 instructors taking part in peer observations and feedback sessions. The results of the Development Team and beta test that involved over 40 DLIELC personnel revealed positive outcomes. The participants found personal and professional value in the project. DLIELC instruction branch leadership approved PEP and launched its first cycle in Aug 2023. Peer Observation Coordinators provided extensive training on the business rules to nine instructors who volunteered for Cycle 1, which ended in October. Feedback on participants’ engagement and experiences will be collected via a survey to contribute to process improvement for the upcoming PEP iterations. PEP is an example of a professional development initiative that could be implemented at various language training programs.