

SOUTHWEST REGION ACPE PEER REVIEW

Peer Review is now required of every CPE Supervisor “at least every five years and in accordance with regional procedures” (*The Standards of the ACPE*, Section 314.6). In March of 1994, the Leadership Council considered and passed the following as the Southwest Region’s policy for Peer Review; it was amended in March 1997 and October, 2007.

Basic Principles of Peer Review

1. Peer Review works best when initiated by the CPE Supervisor for the purpose of reviewing one’s work as a Supervisor. This is done to minimize defensiveness and encourage collegiality.
2. Peer Review is a “local” issue, which can best be worked out on a local level. By “local” we are referring to the CPE Center in which a supervisor practices supervision.
3. Peer Review is not to be confused with our Certification or Professional Ethics processes. Peer Review assumes the Supervisor is engaging peer feedback for reflection, learning, and growth in the art of pastoral supervision. Peer Review occurs best in an environment of collegiality and support.
4. Peer Review is required every five years by the ACPE *Standards*. A record of the review is to be sent by the Supervisor to the Regional Director who will monitor compliance.

Philosophy

Peer Review is a process where CPE Supervisors initiate review of the art of their supervisory practice with other colleagues. This review will include at least one other CPE Supervisor and may include others, i.e., additional Supervisors, chaplains, or members from other disciplines.

The person initiating the review will decide whom to involve in the review process.

Methodology

Since the local review is the best Peer Review, the process will originate with the Supervisor in the CPE Center. A record of the review will be sent to the Regional Director. The record is to include the name of the Supervisor, the names of the persons who participated in the Peer Review, and the date and location of the Peer Review. The five-year period for Peer Review of Supervisors began in 1994 with the adoption of these Peer Review guidelines. The five-year requirement for Supervisors certified after 1994 begins at the date of their certification.

The method of the review is left to the choice of the Supervisor. Means in use or possible for use are included here as examples.

1. Several Centers with multiple Supervisors are doing Peer Review amongst themselves. Some schedule these as part of their regular staff meetings. Others are doing this review by presenting their work during Supervisory Training seminars.

2. Supervisors involved with Supervisory Candidates are gathering once a quarter with other Supervisors doing the same. They gain feedback on their work from other Supervisors during the consultation. Once, in late 1992, these same Supervisors did a more formal Peer Review by breaking into small groups and presenting their material. The material was of the Supervisor's choosing.

3. There have been geographical or interest-based groups meeting regularly for years in our region. For example, Supervisors meet in the Dallas, Houston, and Lubbock areas. In one region, several women Supervisors meet for retreats. Each of those settings would be a potential place where review could be accomplished.

4. Presentation material can be of a variety of types. Review can be based on ever developing learning theories or the presentation of work with specific students. Presentation of the supervisory process, which is not working well, is certainly a good beginning for review. Final evaluations of students and the Supervisor may be used to see how each experiences the other. Perhaps the section on supervision in the evaluations may be a good beginning point for review.

Frequency

Peer Review should happen as often as is helpful for the Supervisor and only at the Supervisor's initiative; however, Peer Review shall be done at least every five years according to the ACPE *Standards*.