

Peer Reviews

Peer reviews are a way of giving and receiving feedback about job-related performance. They are common in the technology industry today, typically performed at least once every 12 months.

Giving peer reviews forces you to assess how well your team is functioning, and may raise issues that need to be addressed by you and/or by your team. Receiving peer feedback helps you to see how your peers assess your work, which may illuminate areas you need to improve in and/or areas where you are doing better than you thought.

There will be 2-3 peer reviews in the class, typically one after each milestone.

For each peer review, you need to rate the work of every student on your team (the rating scale is explained in the reviewing tool itself) and also to provide *constructive feedback* to them – indicating areas of strength and areas in need of improvement. You are welcome to rate and/or give feedback to anyone else in the class too, though this is not a required part. Your feedback will be anonymous to all students, but not to instructors. Also, you will only be able to see the ratings and feedback given for you, but not for other students in the class. (Note: We can ensure that your name is never displayed alongside with ratings and comments you provide, but your writing style may give away who you are.)

After seeing the results of the review, you will have a chance to provide quick feedback to your reviewers on whether you found their feedback and/or ratings to be useful to you. This will allow everyone, by the end of the quarter, to learn to better gauge what constitutes useful feedback.

The results of the first peer review will *not* be used for grading purposes – the intent is to help you calibrate by learning where you are doing well and where improvements would be desirable. However, subsequent peer reviews will be taken into account for grading purposes. Hence, everyone is encouraged to be truly honest in the ratings and feedback they provide from the very start, as this will help to foster an atmosphere of learning and continuous improvement for everyone in the class.