



## Tips To Ensure Staff Observations Improve Teaching, Learning and Assessment

How to make sure observations really do contribute to improving teaching, learning and assessment:

**1** All staff know the purpose of observing/being observed – a tool for informing CPD, an opportunity to share good practice



**2** Observers are well trained to observe, record and deliver feedback



**3** The observation judgement criteria focuses on learning.



**4** There is an equal 'power' balance between the observer and observee; they regard each other as supportive professionals. The types of observations carried out include peer-support observations.



**5** Observees actively contribute to the feedback



**6** Observations are only one of a number of sources of information used to assess the quality of teaching, learning and assessment. Others include learners' progress, the standard of their work and their feedback etc., over time



**7** Judgement grading descriptors are less contentious and more supportive. e.g. support needed, good practice seen etc. Giving some criteria judgement make it easy to see improvements after remedial actions.



**8** Staff are encouraged to be involved with their own learning by contributing to observation feedback, discussing their future needs and how they do/can contribute to the organisations improvement and by completing their own CPD.



**9** The process has credibility and shows clearly staff development needs as identified, actioned, followed up - and the impact they have made.



**10** Good practice is identified and readily shared through the organisation and with subcontractors.



Do you agree with the above but lack of time and the weight of the admin burden is preventing you getting the most from your observations?

Observation Manager not only drastically reduces the time and admin burden involved in carrying out an effective staff observation but also provides the information/data for discussion, celebrating successes and implementing improvements.

To find out how Observation Manager can help your organisation click below for an online demo or send an email to [info@TeachingPlusLearning.co.uk](mailto:info@TeachingPlusLearning.co.uk)