

Developmental lesson observations

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Regardless of whether an observation is graded, the primary purpose should be professional development for the teacher, leading to an improved experience for learners. When conducted skilfully, an observer can grade the lesson, address underperformance, make evaluative, evidence-based judgments, recognise good practice and agree actions for improvement.

Too often college observations mimic the OFSTED approach, which through necessity is quick, summative and about monitoring and data gathering. At some stage after the lesson the observer 'gives' the feedback to a relatively passive teacher, who is mainly interested in the grade.

In this session observers will explore approaches to make it more likely that observations help to improve teaching, learning and assessment.

Learning outcomes and benefits

Observers who:

- ✓ Write evidence-based observation reports, using evaluative language and referring to specific 'events' in the lesson;
- ✓ Explore and agree creative, pragmatic and specific development activities and then write SMART development plans;
- ✓ Facilitate two way developmental conversations which explore how strengths can be used more widely, and agree actions to improve less effective practice;
- ✓ Facilitate two way developmental conversations which explore how strengths can be used more widely, and agree actions to improve less effective practice;
- ✓ Confidently and assertively explore the observed lesson with under performing, defiant or disengaged teachers;
- ✓ Choose from a range of feedback models and approaches depending on the context (e.g. with NQTs; following an outstanding lesson; with staff who are resistant/apathetic/ confrontational).

Client testimonials

"This was an excellent day and a very useful 'guide' to conducting developmental observations. Full of useful tips with plenty of opportunity to share ideas and learn from others".

Helen Lord
Lewisham College

"Very constructive day where my skills were challenged and developed".

Annie Rowley
CIBC