Observe

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Cardinal Allen Catholic High School Formal Observation

Created by Cardinal Allen Catholic High School

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Fields

Lesson and Seating Plan?
Student Data Provided?
Agreed Focus

Headings – this helps you create sections within your templates and keep them organised. These headings will not be shown in reports.

Fields are used to record contextual information. This can be seen on individual records but none of the information within fields will pull through into the reports area.
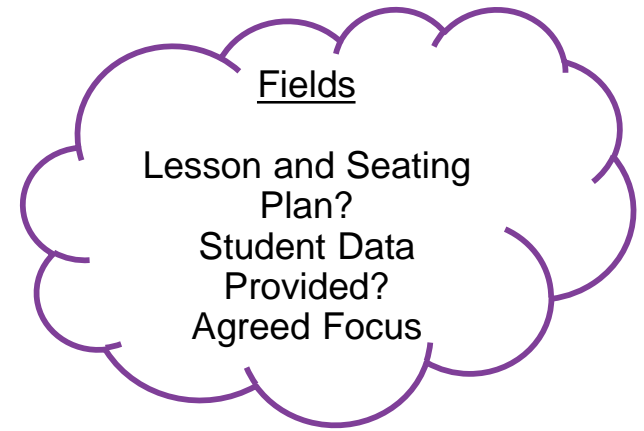
Details

Lesson and Seating Plan?
Yes

Student Data Provided?
Yes

Agreed Focus
Independent and collaborative learning

Student data can always be uploaded directly to records via "View Mode" this allows for information to be kept within the one place.

This field is a dropdown box with the options of Yes or No.

Agreed Focus information is useful to include on individual records but does not need to be quantified within reports.

![Observe logo] **Observe**
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Evaluation

1. Subject and curriculum knowledge (TS3)

Outcome: **Strong**

-Understanding of component knowledge required to shape & adjust the lesson to meet pupils' needs as the lesson progresses
-Reference to prior learning & how lesson fits into the intended big picture
-Use of effective strategies to retrieve & practise previously learned skills & knowledge.
-Lesson is correctly sequenced in the scheme of work
-Sequenced so that pupils accumulate knowledge, understanding & skills to secure future learning
-Strategies to support reading/vocab/numeracy

Strong

💬 0 📎 0 📝 0   **Add +**

2. Progress and Assessment (TS2, TS6)

Outcome: **Expected**

-The learning of all groups of pupils is consistently good or better
-Pupils' understanding is checked systematically
-Progress is measured against objectives/outcomes/success criteria
-Explicit, detailed & constructive feedback is given
-Pupils develop detailed knowledge & skills over time & are confident in explaining prior learning & make strong connections with current learning
-Teachers possess good questioning skills which probe the depth of knowledge & understanding of all pupils

Expected

💬 0 📎 0 📝 0   **Add +**

Comments have been disabled for this section. This allows for Observers to make their judgements without having to include comments for each individual area.

Outcome set
"Strong-Expected-Develop"

Outcomes:
Strong
Expected
Development Required

The focus areas for this section are related to specific Teacher Standards and provide an opportunity for great analysis within reports.

Focus Areas

1. Subject and Curriculum Knowledge (TS3)

2. Progress and Assessment (TS2, TS6

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This template focuses Teacher Standards to allow for an overall evaluation during observations. It allows for observers to identify strengths and areas which may need development.

When creating these focus areas, you can choose to also link them to the relevant Teacher Standard. This then provides more filter options within reports.

3. High Expectations and challenge (TS1)
Outcome: **Strong**

-Lesson content is suitably demanding and supports learning
-The lesson is appropriate to the age group and does not lower expectations
-Additional challenge is used where appropriate for more able pupils
-Resources given to pupils are well matched to intended objectives/outcomes
-Pupils are given the opportunity to work independently

Strong

💬 0 📎 0 📝 0   Add +

4. Lesson planning and delivery (TS4 & TS5)
Outcome: **Strong**

- Good communication skills with clear instruction/explanation which is understood
-Relevant and appropriate resources during presentation to clarify meaning
-Teaching is adapted effectively to provide for the learning needs within the group
-Effective scaffolding is used where appropriate
-Modelling is used effectively to demonstrate the intended outcome
-Structured pair/group work is used where appropriate
-Effective use of lesson time
-Learning routines are highly effective

Strong

💬 0 📎 0 📝 0   Add +

5. Pupil behaviour and attitudes (TS7)
Outcome: **Expected**

- Teacher communicates clear expectations which are understood and consistently upheld by use of the behaviour policy
- Teacher creates a supportive classroom focused on learning
- Pupils consistently display a positive attitude to learning which has a very strong impact on their progress in the lesson
- There is a positive relationship between teacher and pupils which contributes to their learning
- Pupils take pride in their work

Expected

💬 0 📎 0 📝 0   Add +

Outcome set
"Strong-Expected-Develop"

Outcomes:
Strong
Expected
Development Required

Focus Areas

3. High expectations and challenge (TS1)

4. Lesson Planning and delivery (TS4, TS5)

5. Pupil behaviour and attitudes (TS7)

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Sections split up the observation focuses. Sections can be expanded or collapsed when completing records to allow for easy navigation.

Focus Areas

What went well? 1, 2 and 3

These focus areas allow for the observer to select three aspects working really well for the member of staff and provide specific praise.

What went well?

What went well? 1
Outcome: **TS7**

Behaviour

Comments:

Efficient business-like opening routine, pupils quickly to seats and register taken in silence. Bags put away from desks, pupils aware of seating positions.

💬0 📎0 📝0   Add +

What went well? 2
Outcome: **TS2**

Progress

Comments:

Break down of skill to be learned stretching from the bottom to the top and then a challenge. Teacher demo, checking for clear understanding of task, modelling from the top.

💬0 📎0 📝0   Add +

What went well? 3
Outcome: **TS5**

Challenge & Differentiation

Comments:

Fool proof resources with a pupil option to self-differentiate.

💬0 📎0 📝0   Add +
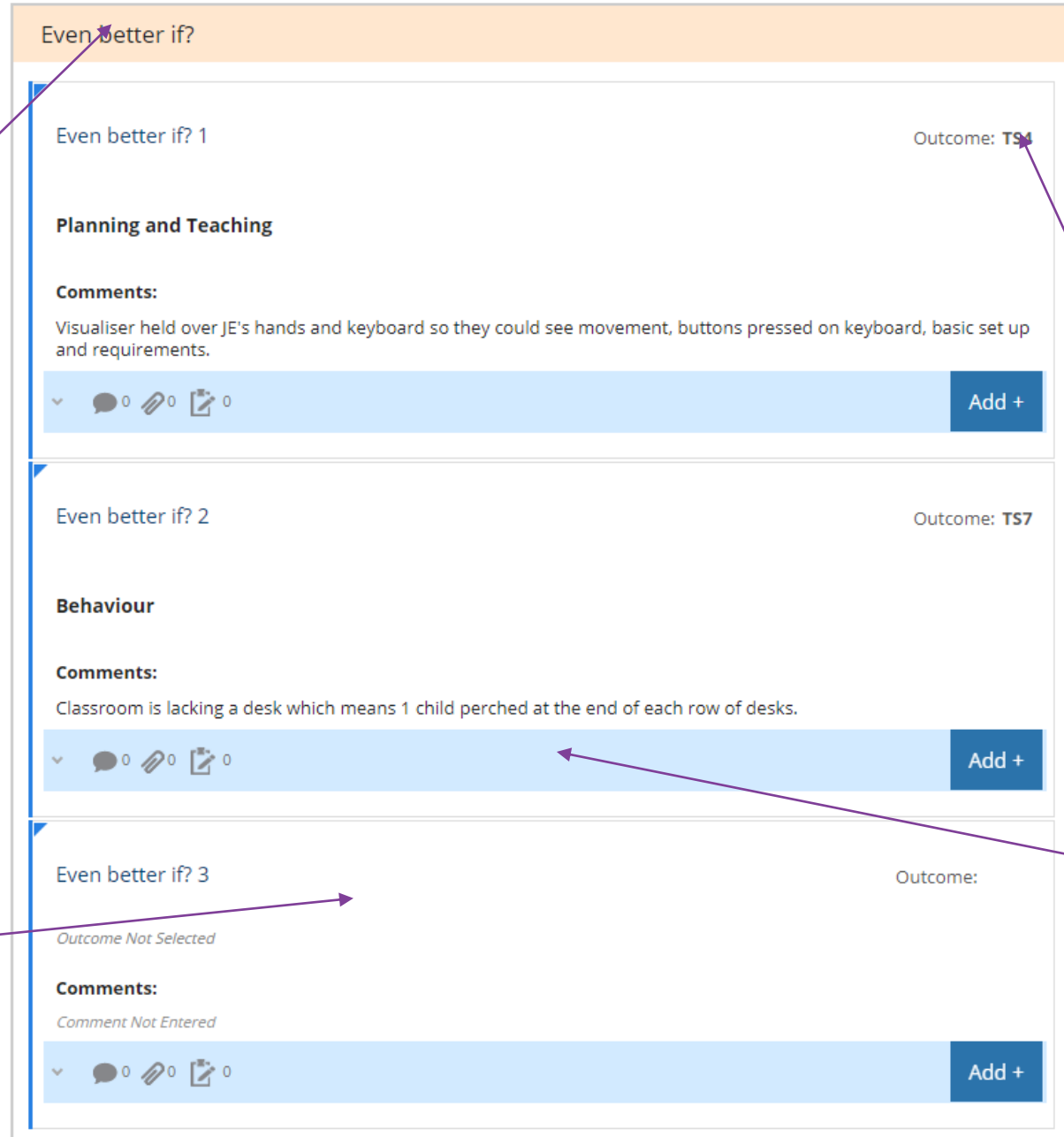
Outcome set "WWW TS"

Outcomes: TS1 – TS7

The outcomes for these focus areas link to specific Teacher Standards. This allows for staff strengths to be identified and leaders could use this information to implement peer observations and coaching.

The "Add" option included in focus areas, allows for staff to engage with their records. Evidence can be uploaded such as Lesson resources; Photos of work; PowerPoints etc.

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Sections split up the observation focuses. Sections can be expanded or collapsed when completing records to allow for easy navigation.

Focus Areas

Even better if? 1, 2 and 3

These focus areas allow for the observer to select three aspects staff need to develop further. As with this example, not all focus areas need to be filled in.

Even better if?

Even better if? 1   Outcome: **TS4**

Planning and Teaching

Comments:

Visualiser held over JE's hands and keyboard so they could see movement, buttons pressed on keyboard, basic set up and requirements.

⌄ 💬0 📎0 📝0   Add +

Even better if? 2   Outcome: **TS7**

Behaviour

Comments:

Classroom is lacking a desk which means 1 child perched at the end of each row of desks.

⌄ 💬0 📎0 📝0   Add +

Even better if? 3   Outcome:

Outcome Not Selected

Comments:

Comment Not Entered

⌄ 💬0 📎0 📝0   Add +

Outcome set
"EBI TS"

Outcomes:
TS1 – TS7

The outcomes for these focus areas link to specific Teacher Standards. This allows for staff targets to be identified and leaders could use this information to implement CPD and support options specific to staff needs.

The "Add" option included in focus areas, allows for staff to engage with their records. Evidence can be uploaded such as Lesson resources; Photos of work; PowerPoints etc.

Observe

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Comments have been disabled for this focus area to allow for a quick overall evaluation of the lesson.

Was the lesson good or better?   Outcome: **Yes**

Yes

⌄ 💬 0 📎 0 📝 0   Add +

Agreed CPD routes   Outcome: **Assessment**

Assessment

Comments:

Based on the musical ability of the majority of our children and especially since yr8 are expected to opt at the end of the year for their exam subjects, I would suggest it is a priority for JE to be given time to investigate alternative exam options in upper school. BTec is definitely a route which may benefit our cohorts (and especially non-musicians who insist on opting for Music)

Also look at speaking with site manager about additional desks

⌄ 💬 0 📎 0 📝 0   Add +

Focus Areas

Was the lesson good or better?

Agreed CPD routes

Outcome set
"Observation Outcome"

Outcomes:
Yes
No

"CPD Course Type"

Outcomes:
Behaviour
Questioning
Challenge
Assessment
First Aid
SEND
Differentiation
Leadership
Subject
Other

The inclusion of this focus area allows for the identification of CPD needs for all staff members. This allows for easy identification for busy Leaders to view what is required within their establishment.

Any comments entered into a focus area by an observer will pull through into the details section of reports. These can then be viewed without the need to click into individual records.

The outcome set used for this focus area is a list of some popular CPD options. This allows for quick analysis to determine if whole school or individual CPD is needed.

Observe

Focus Areas

Reflection

Rather than allowing staff a general reflection, the description for this focus area has specific questions for the Observee to reflect on. Observers could also add any additional questions for reflections within the comments.

Reflection

Observee- please add your comments to the following reflection questions:

1. What has been the impact of your actions taken to improve your own teaching?
2. How would you justify your choice of approach to teaching this section of the SOW?
3. How does this link to the overall learning sequence in the SOW?
4. What are the areas for improvement within your teaching practice, taking both the lesson observed and day to day teaching into account?

Comments:

Comment Not Entered

Reflection
Created by: Wilkinson; Jenna (JW) Today at 14:55

"1. Site manager has provided additional desks which has made students more settled and able to easily complete work independently.
2. The approach has worked well in teaching the SOW however I think it would be beneficial for students to be able to watch me model the piece before I then chunk this up for them to learn.
3. This links to their assessments within the SOW as they are learning how to play compositions.
4. I need to think about how I am modelling for my groups - a visualiser may be best for students to see which notes etc I am pressing."

Add +

Reflections can be created by both Observer and Observee. In this case, the Observee would be able to add their reflections to the record once it has been published.

Actions could also be used to set a deadline for when reflections need to be entered onto a record by.
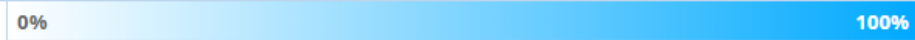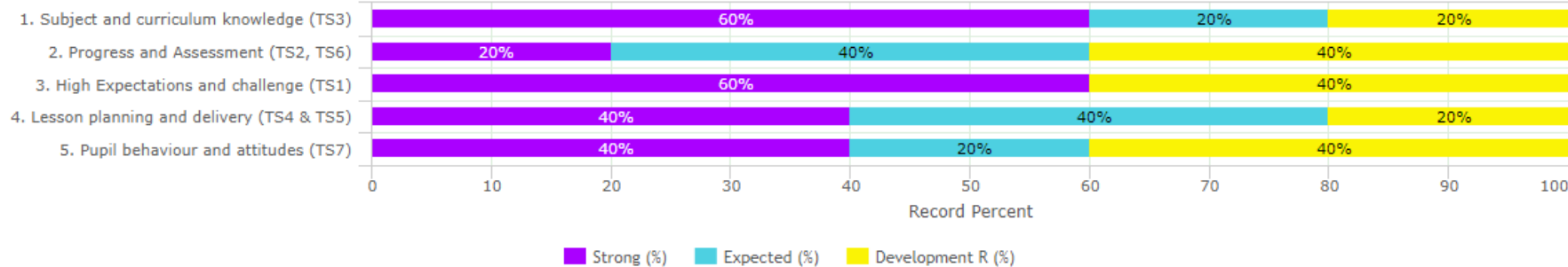
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Strong-Expected-Develop ?

Values have been added to this outcome set. This allows for averages to be calculated within reports.

Outcome set "Strong-Expected-Develop"

Outcomes:
Strong
Expected
Development Required

At a glance analysis to be able to evaluate staff performance. It also allows for easy identification of strong staff and staff who may need further support. This can allow leaders to match up staff and implement peer observations and coaching.

Focus Area Name	Strong (%)	Expected (%)	Development R (%)	Record Count	Average Outcome
1. Subject and curriculum knowledge (TS3)	60.0	20.0	20.0	5	● Expected
2. Progress and Assessment (TS2, TS6)	20.0	40.0	40.0	5	● Development R
3. High Expectations and challenge (TS1)	60.0	0.0	40.0	5	● Expected
4. Lesson planning and delivery (TS4 & TS5)	40.0	40.0	20.0	5	● Expected
5. Pupil behaviour and attitudes (TS7)	40.0	20.0	40.0	5	● Expected
Total	**11**	**6**	**8**		

0% — 100%

Strong-Expected-Develop

	Strong	Expected	Development R
1. Subject and curriculum knowledge (TS3)	60%	20%	20%
2. Progress and Assessment (TS2, TS6)	20%	40%	40%
3. High Expectations and challenge (TS1)	60%		40%
4. Lesson planning and delivery (TS4 & TS5)	40%	40%	20%
5. Pupil behaviour and attitudes (TS7)	40%	20%	40%

Record Percent

Strong (%) Expected (%) Development R (%)

Focus Areas

1. Subject and curriculum knowledge (TS3)
2. Progress and assessment (TS2, TS6)
3. High expectations and challenge (TS1)
4. Lesson Planning and Delivery (TS4, TS5)
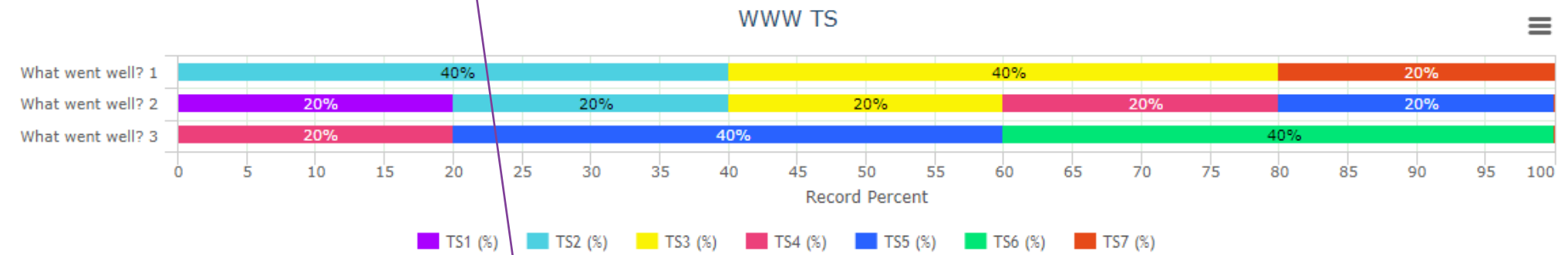5. Pupil behaviour and attitudes (TS7)

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WWW TS ❓

Focus Area Name	TS1 (%)	TS2 (%)	TS3 (%)	TS4 (%)	TS5 (%)	TS6 (%)	TS7 (%)	Record Count
What went well? 1	0.0	40.0	40.0	0.0	0.0	0.0	20.0	5
What went well? 2	20.0	20.0	20.0	20.0	20.0	0.0	0.0	5
What went well? 3	0.0	0.0	0.0	20.0	40.0	40.0	0.0	5
Total	**1**	**3**	**3**	**2**	**3**	**2**	**1**	

0% ———————————————— 100%

WWW TS ☰

What went well? 1	40% (TS2) · 40% (TS3) · 20% (TS7)	
What went well? 2	20% · 20% · 20% · 20% · 20%	
What went well? 3	20% · 40% · 40%	

Record Percent

Legend: ■ TS1 (%) ■ TS2 (%) ■ TS3 (%) ■ TS4 (%) ■ TS5 (%) ■ TS6 (%) ■ TS7 (%)

This outcome allows for easy at-a-glance analysis for busy senior leaders. It allows for a summary of the Teacher Standard's strengths across the school. As with all of our reports, counts and focus areas can be clicked into to provide detailed information.
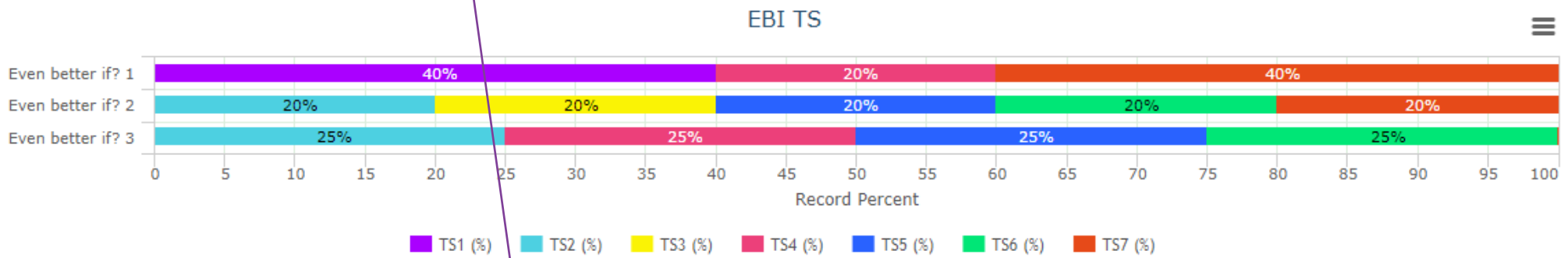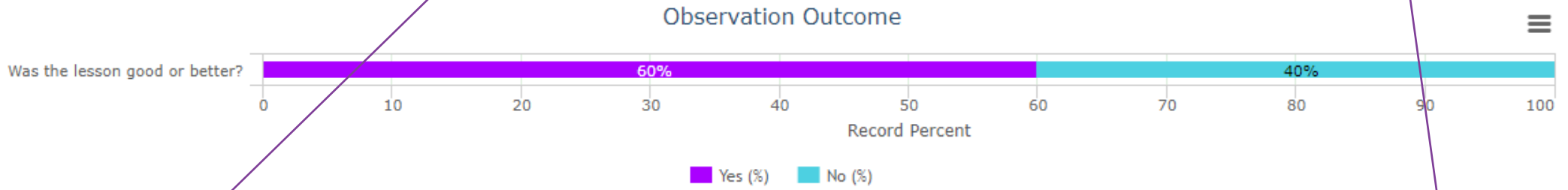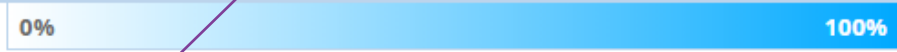
Observe
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EBI TS ?

Focus Area Name	TS1 (%)	TS2 (%)	TS3 (%)	TS4 (%)	TS5 (%)	TS6 (%)	TS7 (%)	Record Count
Even better if? 1	40.0	0.0	0.0	20.0	0.0	0.0	40.0	5
Even better if? 2	0.0	20.0	20.0	0.0	20.0	20.0	20.0	5
Even better if? 3	0.0	25.0	0.0	25.0	25.0	25.0	0.0	4
Total	2	2	1	2	2	2	3	

0%   100%

EBI TS

Even better if? 1: TS1 40%, TS4 20%, TS7 40%
Even better if? 2: TS2 20%, TS3 20%, TS5 20%, TS6 20%, TS7 20%
Even better if? 3: TS2 25%, TS4 25%, TS5 25%, TS6 25%

Record Percent

■ TS1 (%) ■ TS2 (%) ■ TS3 (%) ■ TS4 (%) ■ TS5 (%) ■ TS6 (%) ■ TS7 (%)

This outcome allows for easy at-a-glance analysis for busy senior leaders. It allows for a summary of the Teacher Standard's areas for development across the school. This allows leaders to easily identify if CPD is needed across the school and for each individual department/member of staff. As with all of our reports, counts and focus areas can be clicked into to provide detailed information.

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Observation Outcome ?

Focus Area Name	Yes (%)	No (%)	Record Count	Average Outcome
Was the lesson good or better?	60.0	40.0	5	● No
Total	**3**	**2**		

0% ———————————————— 100%

Observation Outcome

Was the lesson good or better? | 60% | 40%

0   10   20   30   40   50   60   70   80   90   100
Record Percent

■ Yes (%)   ■ No (%)

This outcome allows for easy at-a-glance analysis for busy senior leaders. It allows for a summary of Observations. Leaders can view the results and decided whether further support is needed for staff.

Values have been added to this outcome set. This allows for averages to be calculated within reports.

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Focus Areas

Agreed CPD route

Outcome set
"CPD Course Type"

Outcomes:
Behaviour
Questioning
Challenge
Assessment
First Aid
SEND
Differentiation
Leadership
Subject
Other

CPD Course Type ?

Focus Area Name	Behaviour (%)	Questioning (%)	Challenge (%)	Assessment (%)	First Aid (%)	SEND (%)	Differentiation (%)	Leadership (%)	Subject (%)	Other (%)	Record Count
Agreed CPD routes	0.0	20.0	20.0	20.0	0.0	0.0	20.0	0.0	20.0	0.0	5
Total	0	1	1	1	0	0	1	0	1	0	

0% 100%

CPD Course Type

Agreed CPD routes: 20% | 20% | 20% | 20% | 20%

Record Percent: 0 5 10 15 20 25 30 35 40 45 50 55 60 65 70 75 80 85 90 95 100

Behaviour (%) · Questioning (%) · Challenge (%) · Assessment (%) · First Aid (%) · SEND (%) · Differentiation (%) · Leadership (%) · Subject (%) · Other (%)
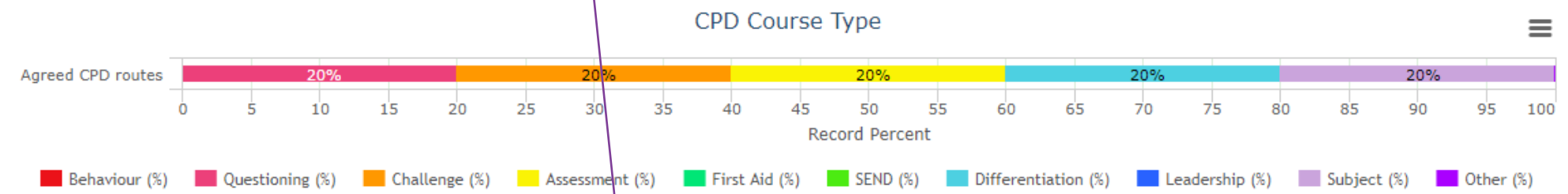
Outcome allows for quick and simple understanding of CPD needs for staff across the school. This allows for easy identification for busy Leaders to view what is required within their establishment and arrange whole school CPD sessions if needed.
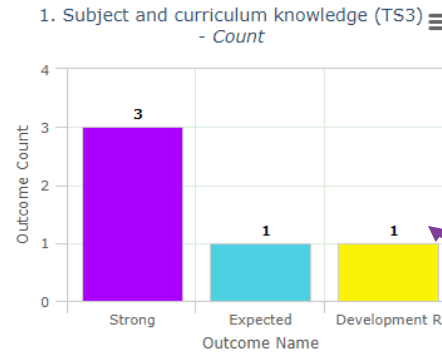
The outcome set used for this focus area is a list of some popular CPD options. As you can only have 10 outcomes, 9 popular examples have been chosen and the 10th is "Other" allowing for this to be specified within the comments.

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Focus Areas

1. Subject and curriculum knowledge (TS3)

Summary Information
Teacher Standards: TS3

Outcome set
"Strong-Expected-Develop"

Outcomes:
Strong
Expected
Development Required

Outcome Name ?	Count	%
● Strong	3	60.0
● Expected	1	20.0
● Development R	1	20.0

Average Outcome : ● Expected

1. Subject and curriculum knowledge (TS3) ≡
- *Count*

1. Subject and curriculum knowledge (TS3) ≡
- *Percent*

Detailed Information

Focus area reports.

The details section allows for identification of in depth information. For example, in this table we are able to see each member of staff and their current progress.
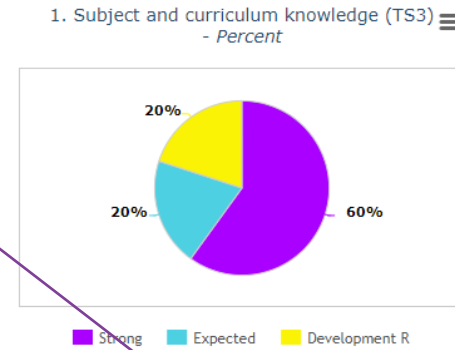
Category	Faculty	Subject	Staff

Staff	Strong (%)	Expected (%)	Development R (%)	Total	Average Outcome ?
Bonnie; Liz (LB)	0	0	100.0	1	● Development R
Ellwand; John (JE)	100.0	0	0	1	● Strong
Jarvis; Becca (BJ)	0	100.0	0	1	● Expected
Killen; Cassie (CK)	100.0	0	0	1	● Strong
New; Harry (HN)	100.0	0	0	1	● Strong

Focus area reports.

If you click into focus area names (the rows of your table) you will be directed to these individual reports. Charts can be exported if needed.

This record was created in our demonstration school and all data is illustrative.