



DISTRICT OF COLUMBIA

OFFICE OF THE STATE SUPERINTENDENT OF

EDUCATION

**Office of the State Superintendent of Education (OSSE)
Adult and Family Education (AFE)
Monitoring Classroom Observation Protocol**

To assess and enhance the quality of instruction provided to adult learners in the District of Columbia, the Office of the State Superintendent of Education Adult and Family Education (OSSE AFE) require teachers providing instruction in OSSE AFE sub-grantee agencies be observed and evaluated.

During the classroom observation, a teacher should be observed and evaluated on her/his ability to:

- Determine how effectively instruction is tied to Comprehensive Adult Student Assessment System (CASAS) class profiles by competency, student profiles by competency, and student goals;
- Determine how closely instruction is tied to lesson plan objectives;
- Observe the instructional delivery methods used to teach adult learners; and
- Evaluate the level of engagement of the learners in the class.

At least two classes will be observed within the program year; however, the monitoring team may request to observe additional classes. An OSSE AFE funded instructor must be observed as part of the classroom observation. If there are no OSSE AFE funded teachers, sub-grantees must apprise the Monitoring Team in advance that classes are being taught by volunteers. In this case, the OSSE AFE Monitoring Team will observe the volunteer instructors.

Additionally, the OSSE AFE reserves the right to observe teachers (both OSSE AFE funded and/or partner agency staff) of any sub-grantee funded in Service Models III, IV, V and VI.

The OSSE AFE Monitoring Team will determine the day of the visit and which class will be observed. One observation will be announced and the other will be unannounced. The selected class will be observed up to two (2) hours or more, as necessary.

The OSSE AFE Monitoring Team will contact the sub-grantee to schedule the announced observation. An Outlook Invitation with the OSSE AFE Classroom Observation Protocol and Form will be forwarded to the program manager and the teacher in preparation for the visit. The

Classroom Observation Form includes the areas that will be assessed. The OSSE AFE Monitoring Team will meet with the program manager and teacher at least 15 – 30 minutes prior to the observation and 15- 30 minutes after the observation. At the end of the observation, the OSSE AFE Monitoring Team will discuss the results with the program manager and/or appropriate staff.

After the classroom observation, the OSSE AFE Monitoring Team will:

- Tally the scores.
- Complete the Classroom Observation Form (typed for electronic distribution).
- Forward the completed Classroom Observation Form to the teacher, program manager, and monitoring team members.
- If the teacher scores below 70-75%, OSSE AFE Monitoring Team works with the program manager to develop an Improvement Plan which includes Professional Development/Technical Assistance (PD/TA) for the teacher.
- After the teacher has had sufficient time to participate in PD/TA, conduct a follow-up classroom observation.
- Use the higher of the two scores to determine the average score (of the two teachers observed) on Measure B3 of the Final Monitoring Instrument.
- Upload completed Classroom Observation Form(s), lesson plan(s) and handouts into the OSSE AFE monitoring platform.