

# So You Are Getting Observed...

## TCO Frequency Asked Questions

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### Q. What is the Teacher Classroom Observation (TCO) Tool?

A. The TCO is a tool used by IRC staff to better understand teaching practices and classroom quality.

### Q. What happens during an observation?

A. Your coach will take 15-20 minutes and observe your teaching and then score on a variety of different metrics—including pedagogical and classroom management practices. The coach will do a few rounds of this scoring throughout the lesson before attributing a final score at the end.

### Q. Why am I being observed?

A. Observations are done for a variety of reasons: 1) to help coaches improve and tailor their mentoring by taking into consideration different aspects of a quality teaching practices, 2) to help teams select topics for Teacher Learning Circles (TLCs) by gaining a better understanding of common areas where tutors may need support and 3) for the IRC to get a better sense of which teaching practices correlate most with student learning outcomes, 4) for the IRC to improve training materials. **Your observations are not used to evaluate your performance outside of your coaching relationship.**

### Q. What happens with the data/score?

A. The data is entered into a database. The data is used for the IRC to understand how teaching practices are improving and to know which areas need the most support. Data may also be used to understand how different teaching practices correlate with student learning. **Individual teacher observation data is not studied beyond the level of your coach.**

### Q. How should I prepare?

A. No preparation is needed. It is normal to feel nervous when getting observed, but try conducting yourself as usual during an observation. The goal of the observation is to see what your classroom looks like on an average day.

### Q. I have questions or concerns...

A. You can discuss any concerns you have with your coach or you can email X [insert M&E Officer email].