

# Analysis of the Fursa kwa Watoto Teacher Training Observation Tool



Collaboration between  
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# Teacher Observation Tool

- The Teacher Observation Tool was developed by Aga Khan University (AKU) with ongoing collaboration with the Fursa Kwa Watoto (FkW) Steering Committee and Monitoring, Evaluation, and Learning Working Group (MELWG)
- The purpose of the tool is to assess teacher performance in five areas:
  - Lesson plan: development and usage
  - Instructional strategies and skills
  - Instructional procedures and resources
  - Classroom management
  - Teacher reflective practices
  - Total performance (totaling each area)

# Teacher Observation Tool

- During the pilot phase of FkW (2014-2015), the tool was administered by Professional Development Trainers at multiple time points during the teacher training
  - During the first half of the 3 week training (July – August 2014)
  - During the second half of the 3 week training (July – August 2014)
  - In a first mentoring visit conducted between (March – April 2015)
  - In a second mentoring visit conducted between (August 2015)

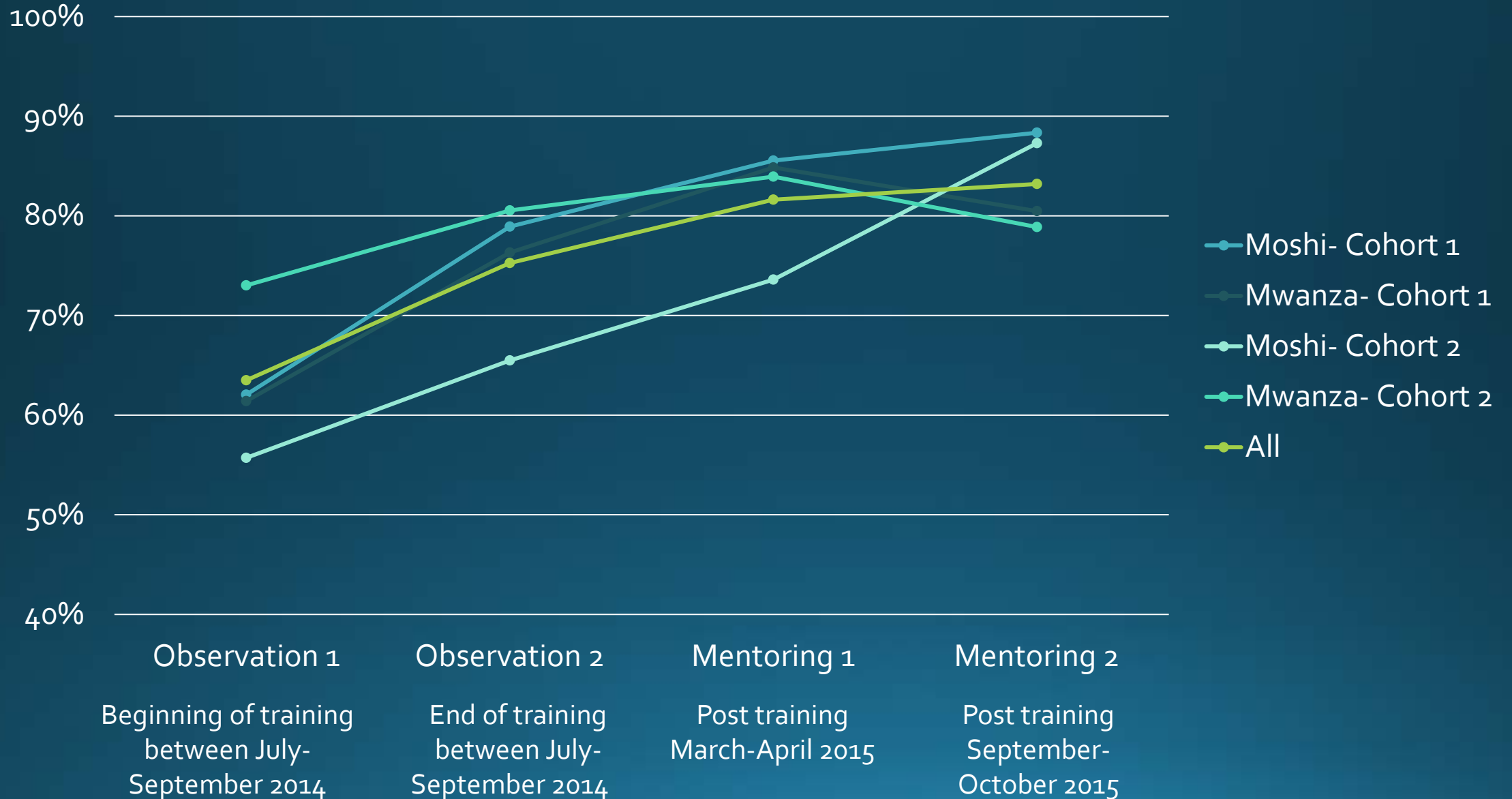
# Scores (to interpret figures)

- Teachers scored from 1 (poor) to 5 (excellent) in each area:
  - Lesson plan: development and usage
  - Instructional strategies and skills
  - Instructional procedures and resources
  - Classroom management
  - Teacher reflective practices
- Scores across the areas were added for a total score
  - Total scores could range from 5-25
- The scores for each area were calculated as a percentile
  - Per area, a score of 1=20%, 5=100%;
  - For total score,  $20/25=80\%$ ,  $25/25=100\%$

# The figures illustrate differences in average scores by time period

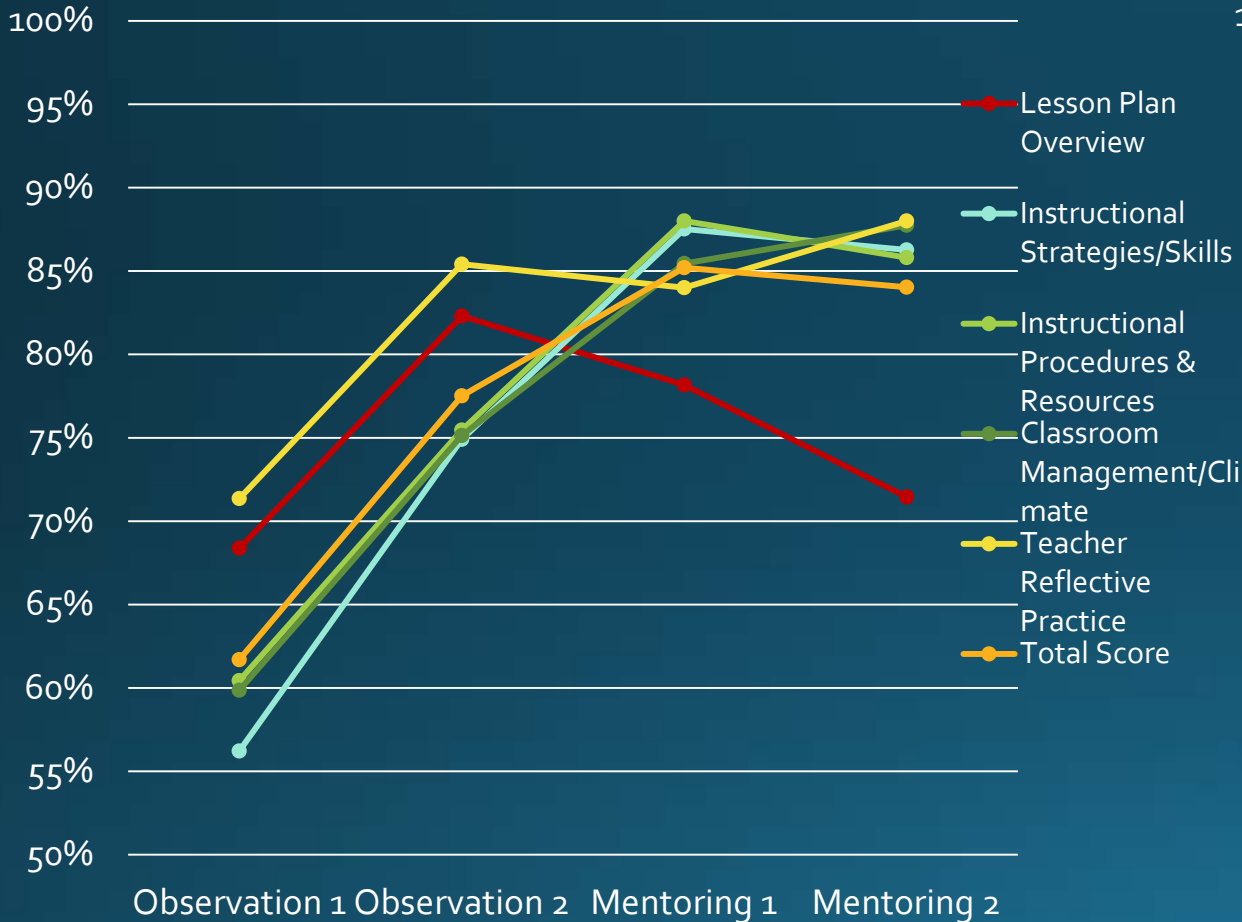
- Location
- Cohorts
- Professional status: teacher or paraprofessional
- Teacher education level
- Teacher experience level
- Class size
- Per pupil ratio
- Age
- Gender

# Total Average Score by Location and Cohort

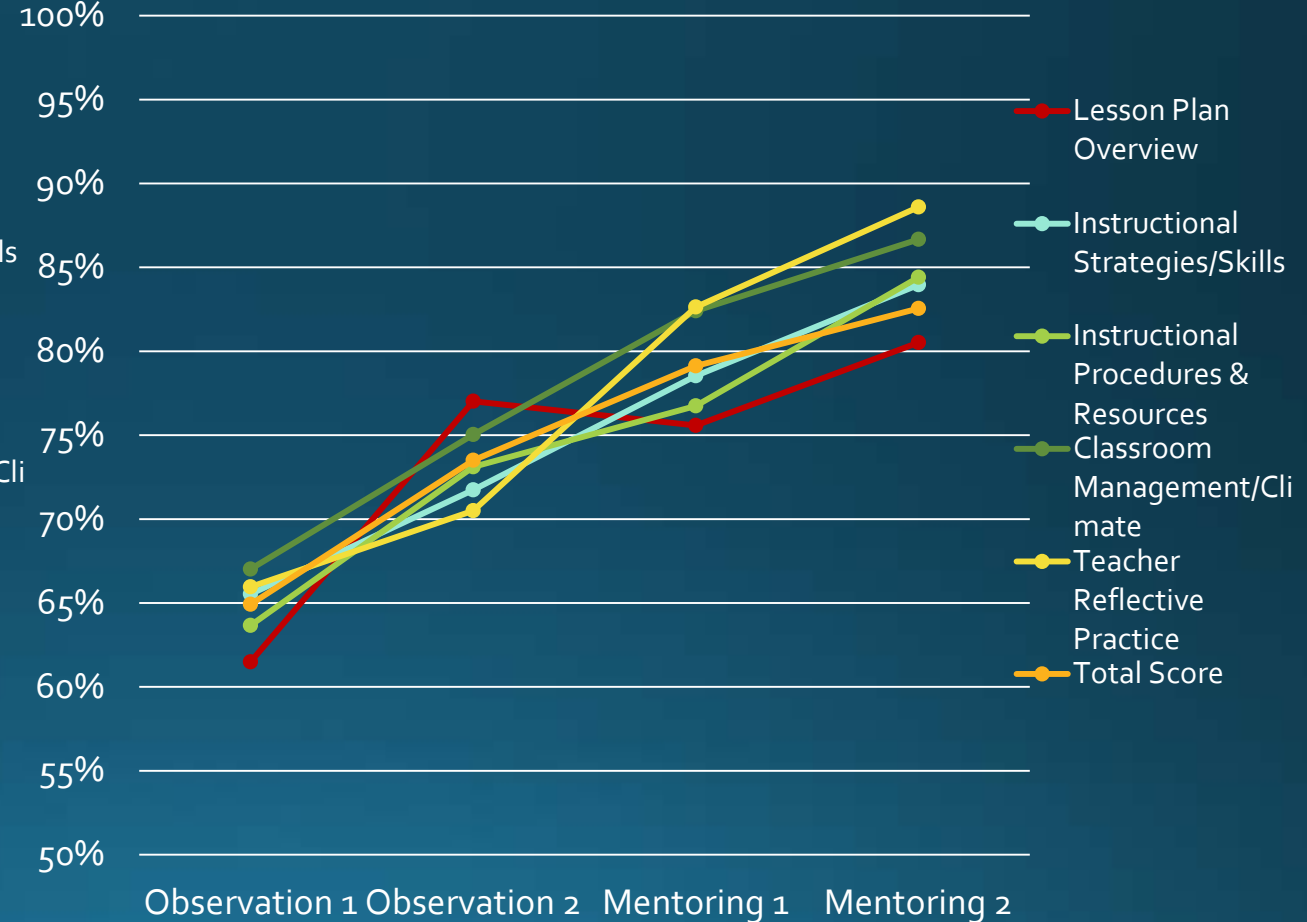


# Total Score by cohorts (timing)

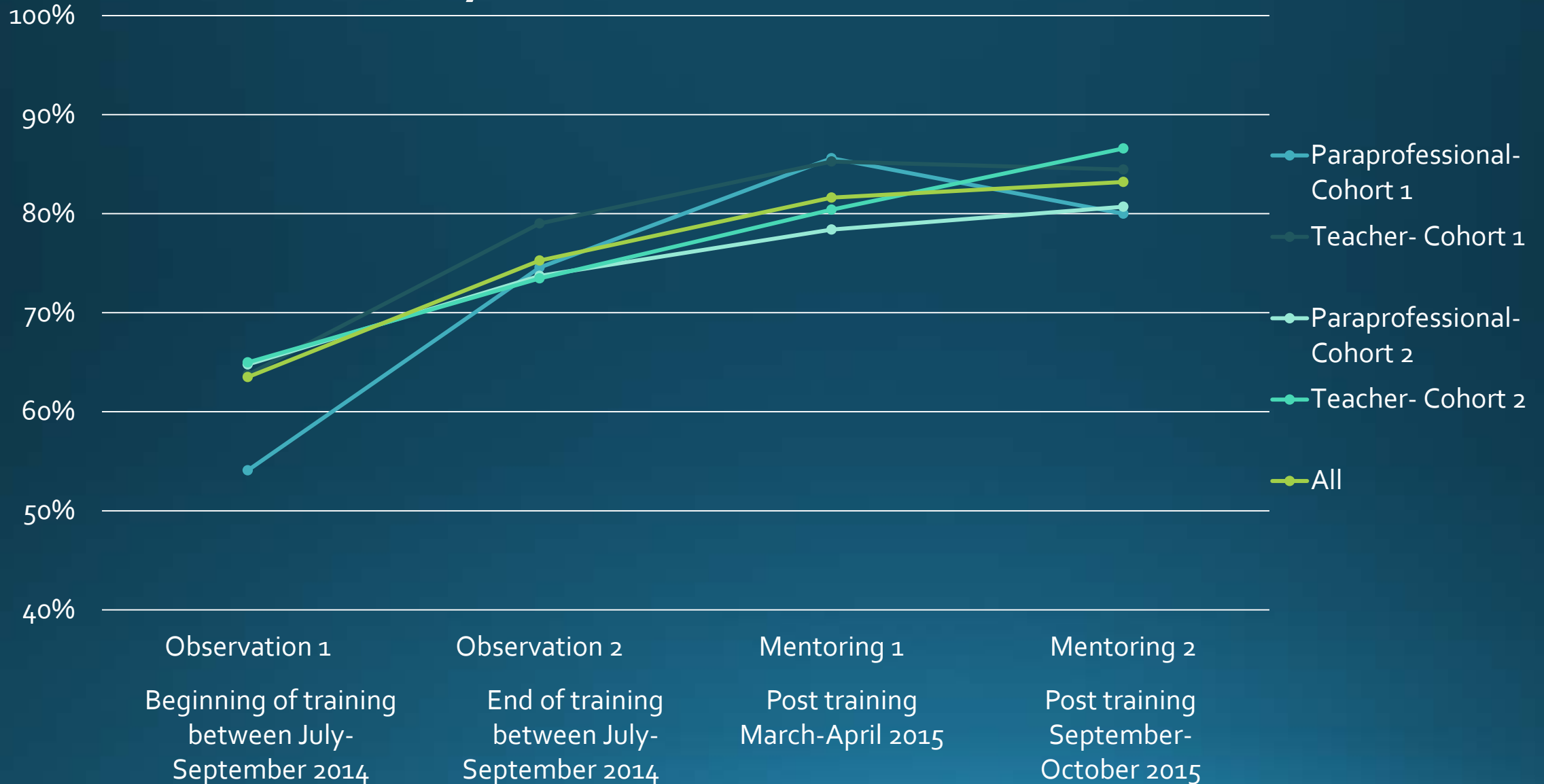
Cohort 1



Cohort 2

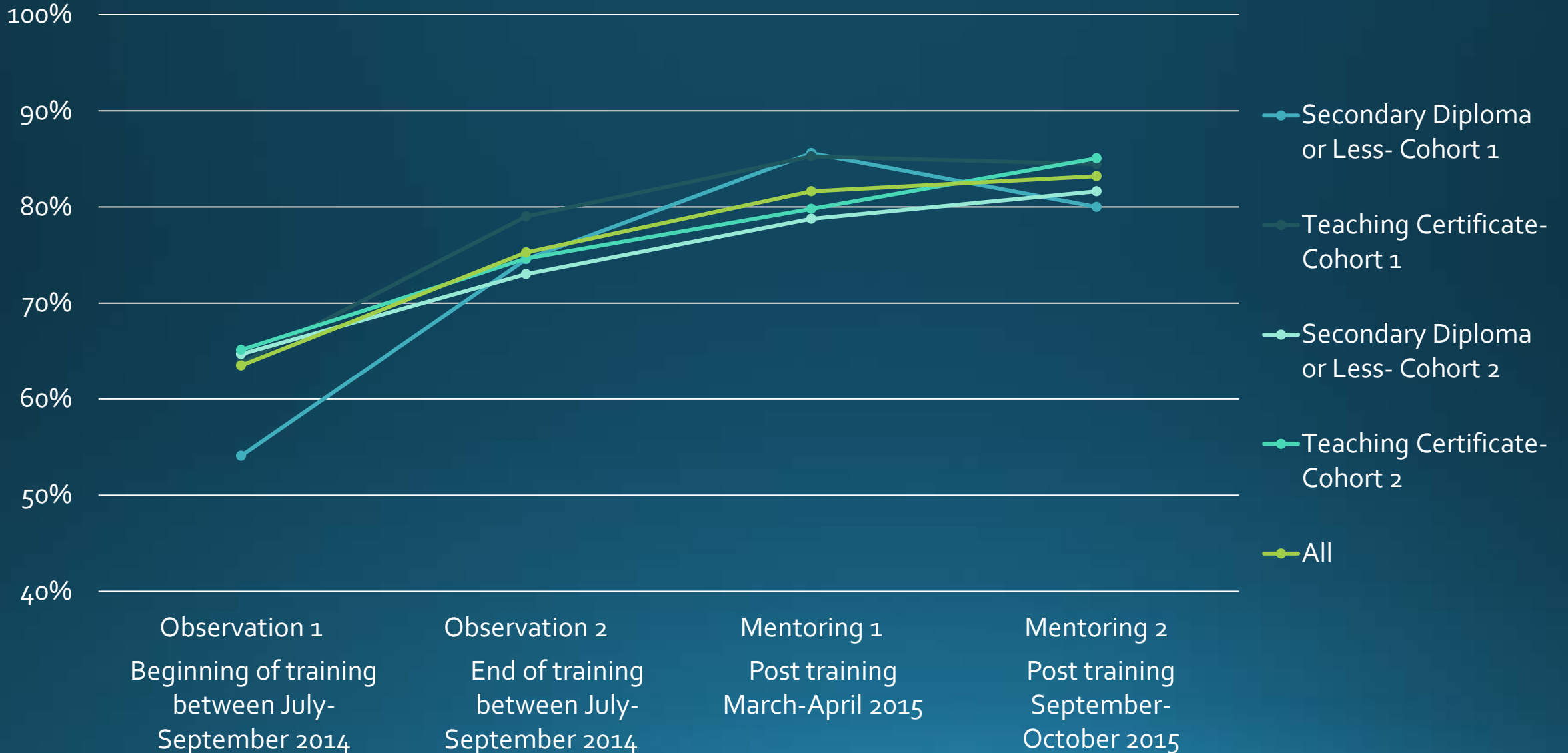


# Total Score by Professional Status & Cohort

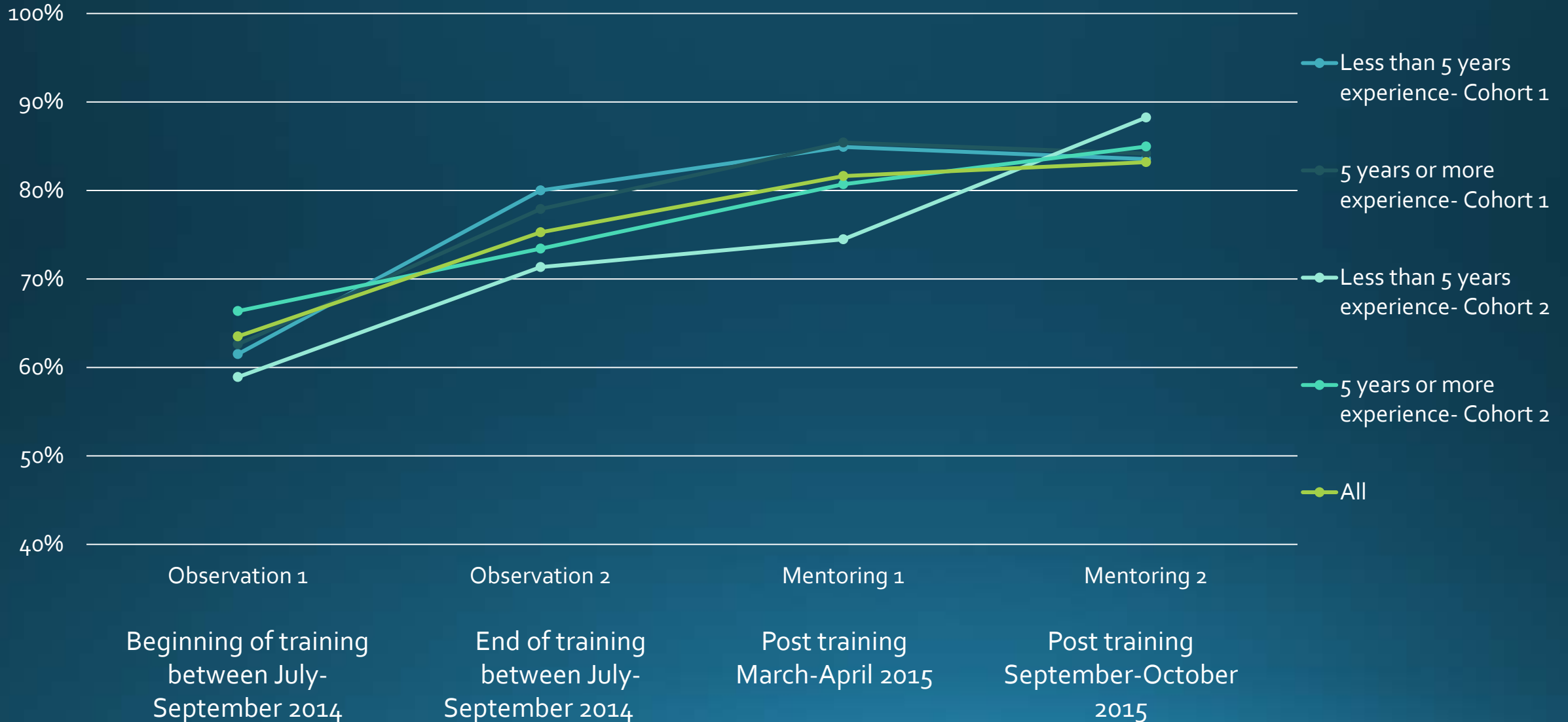




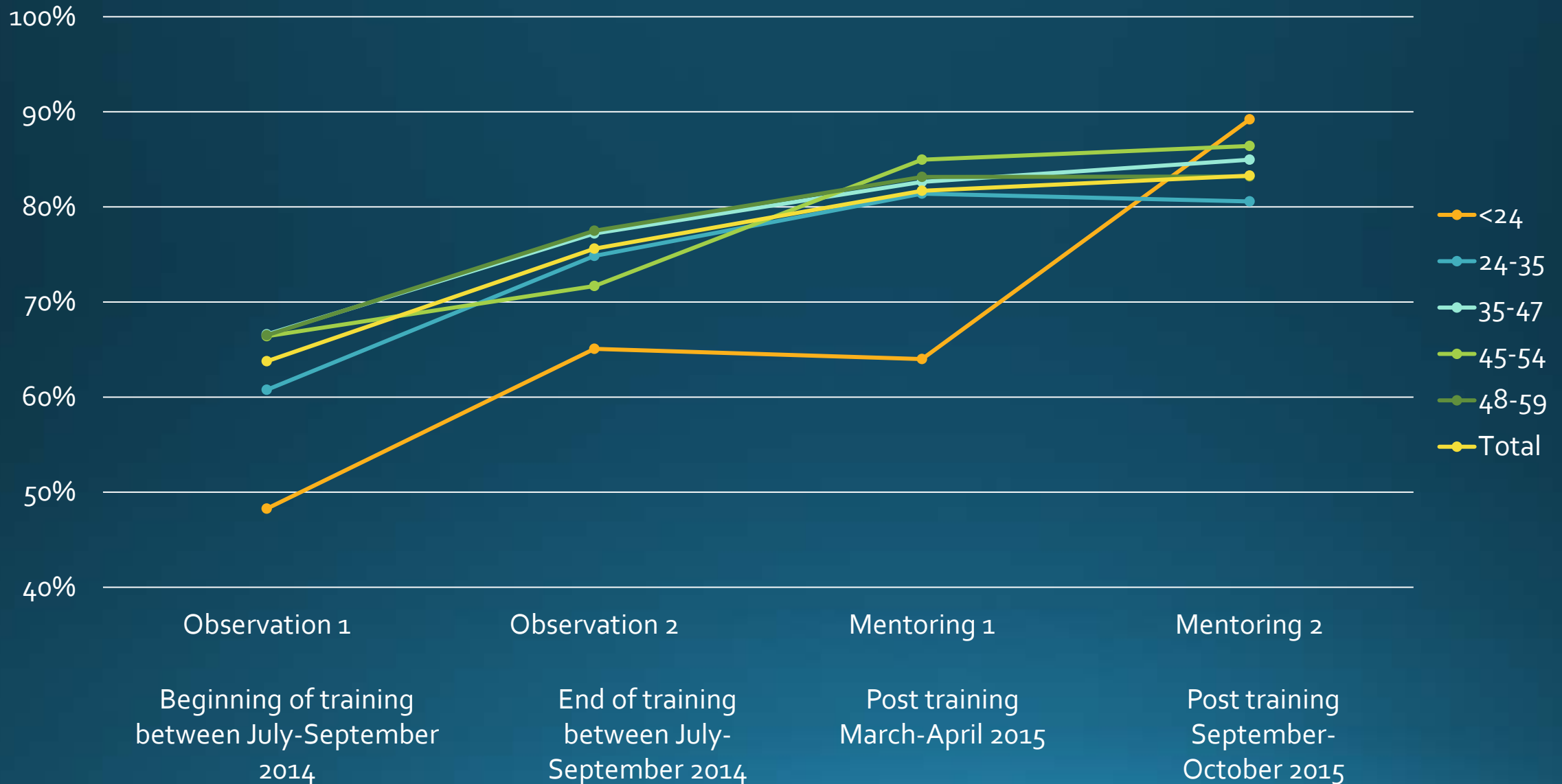
# Total Score by Teacher Education Level & Cohort



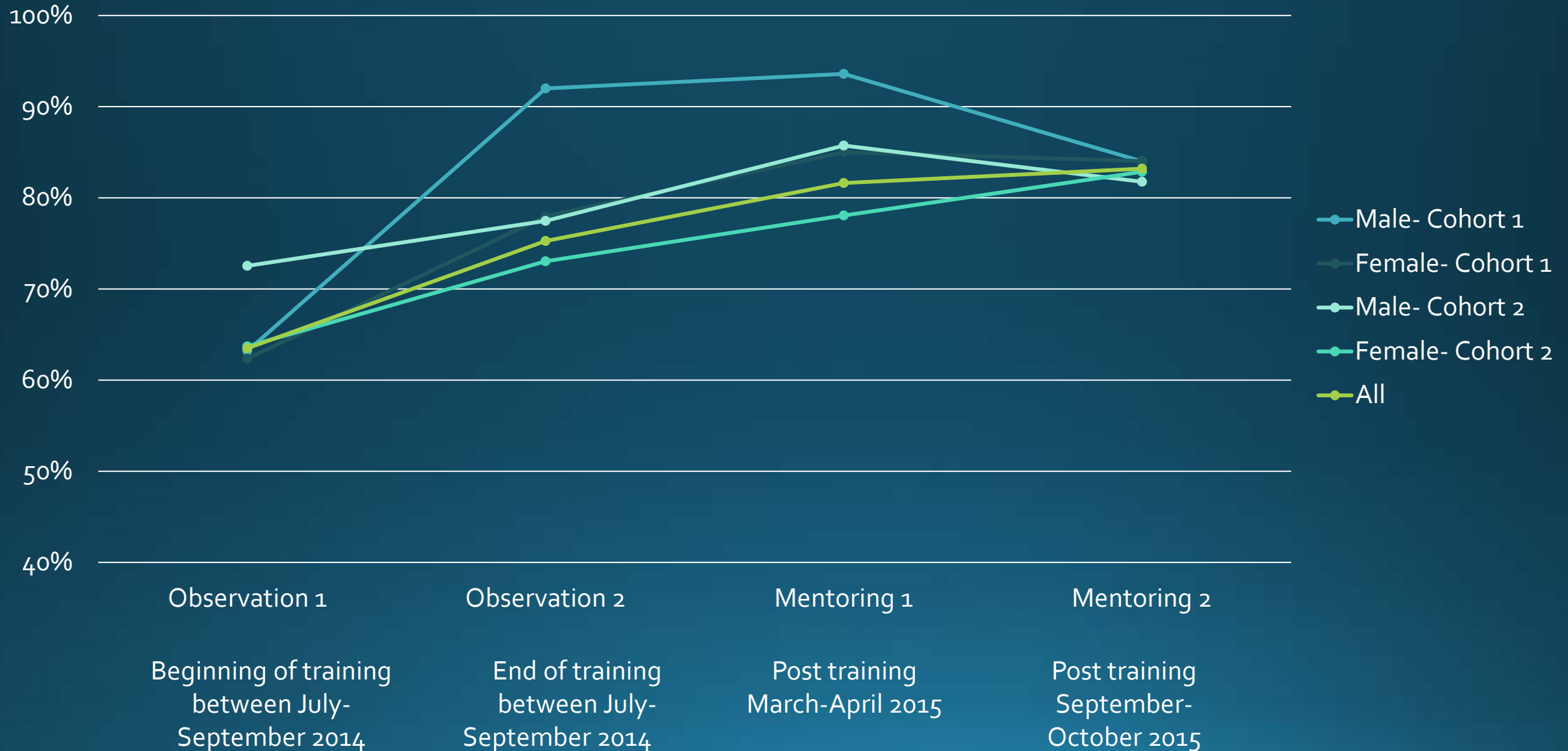
# Total Score by Teacher Experience Level, & Cohort



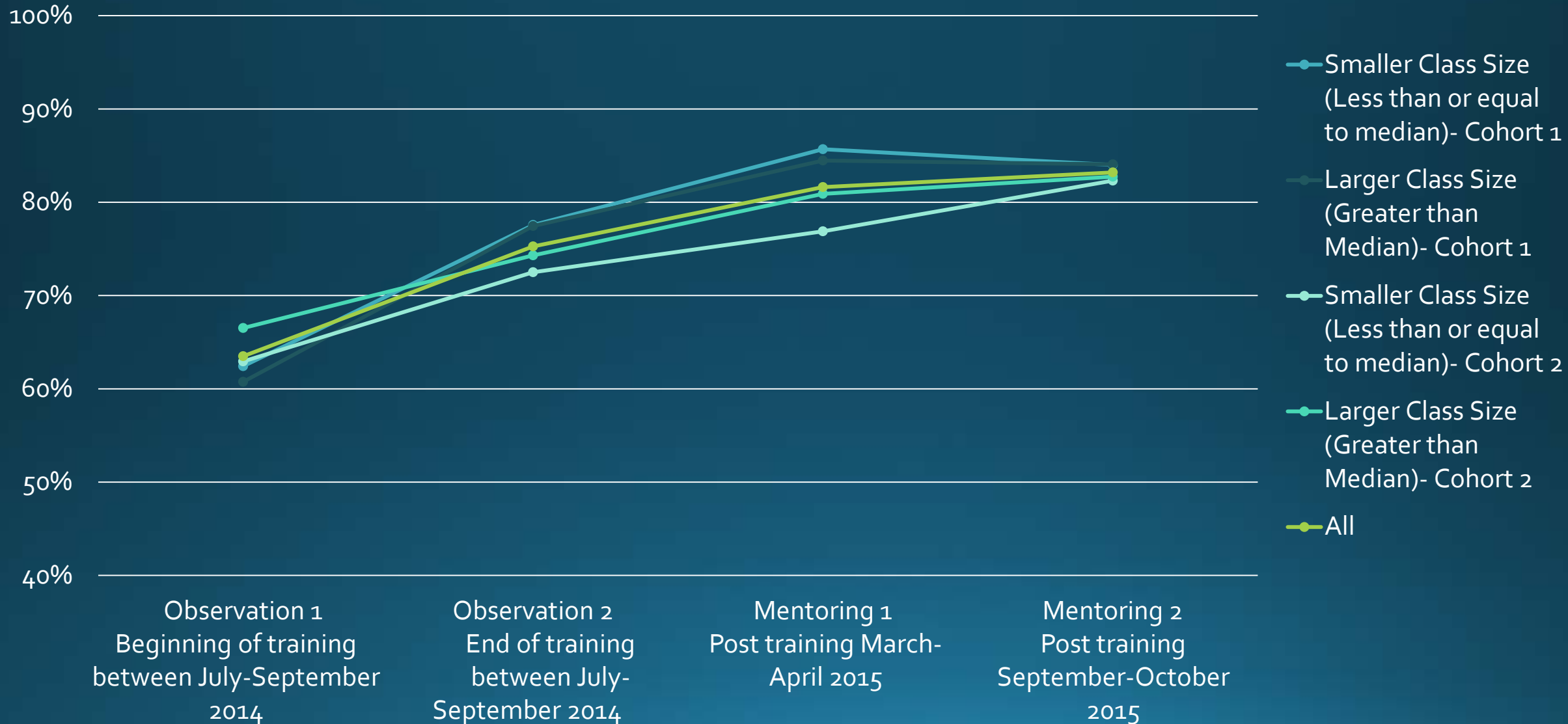
# Total Score by Teacher's Age & Cohort



# Total Score by Teacher's Gender & Cohort



# Total Score by Class Size & Cohort



# Total Score by Per Pupil Ratio & Cohort

