



Independent Training
& Education Consultants

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Observation of Teaching, Learning & Assessment

The purpose of Observation of Teaching, Learning & Assessment (OTLA) is to ensure consistent high quality teaching and learning for all learners and to provide a staff development function by allowing the dissemination of good classroom practice amongst peers and highlighting areas for development to feed into individual performance management reviews.

We can support you by:

- Helping you to update or write your OTLA policy and procedures
- Provide staff training and mentoring support
- Work with you to carry out a schedule of observations
- Provide feedback to support improvement planning and staff development strategies
- Carry out joint observations with internal observers
- Support standardisation and moderation

The quality, accuracy and robustness of internal observation of teaching and training, plays a pivotal role in developing the quality of teaching and informing provider self assessment. Where teaching and training session grades and judgements are inaccurate or inconsistent, the SAR decisions and related improvement action is likely to be seriously flawed. The effectiveness of any OTLA system is dependent on the skill of those carrying out the observations consequently it is essential that all observers are well trained and able to make robust, reliable and consistent judgments and grade sessions accurately.