AI vs Human Coach Observation Analysis

Balochistan Winter School Programme

January 2026

Executive Summary

82%

Teacher Talk Time

6%

Student Collaboration

54pp

Human-AI Gap

87%

Closed Questions

▶ **Key Insight:** Lesson plans contain good practices, but teachers don't implement them. The problem is not knowledge—it's implementation.

1. Data Sources

AI Assessment Data

— 100 AI-scored classroom observations

— Detailed metrics per lesson

— Talk time percentages
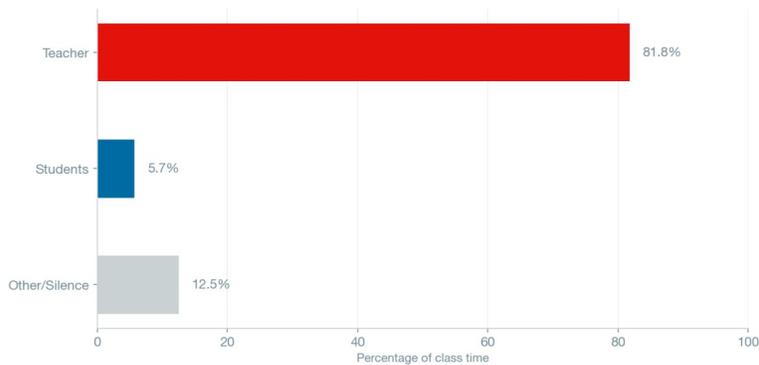
— Question type analysis

Human Assessment Data

— 54 human coach observations

— Compliance checklists

— 191 lesson plans analyzed

— Teaching instructions reviewed

2. Classroom Dynamics

Who does the talking?

Share of classroom time by speaker type, %

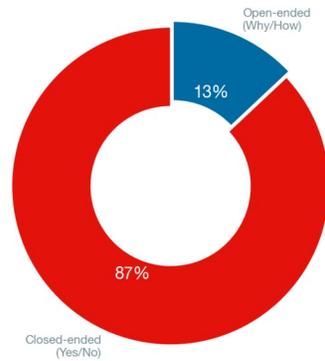Source: Balochistan Winter School Programme Database

Key Takeaways

- Teachers dominate 82% of talk time
- Students speak only 6%
- Research shows student talk improves learning
- Target: 20% minimum student talk

3. Question Quality

Questions that don't question

Distribution of teacher question types, %

Open-ended
(Why/How)

13%

87%

Closed-ended
(Yes/No)
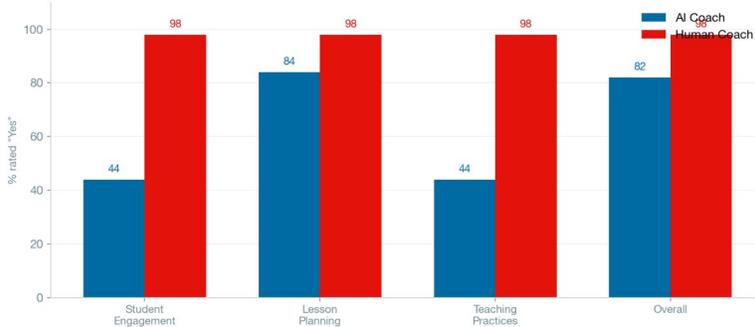
Source: Balochistan Winter School Programme Database

Why This Matters

- 87% closed-ended (yes/no)
- Only 13% promote thinking
- Open questions develop critical skills
- "Why?" and "How?" are essential

4. Assessment Gap

Different standards, different results

Assessment scores by observer type, % positive
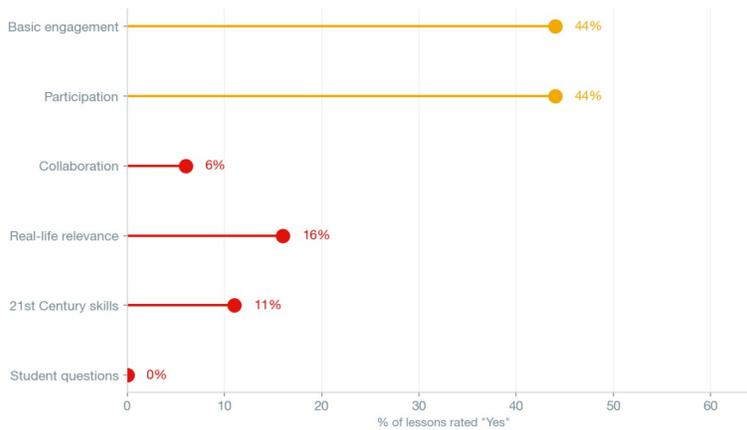

Source: Balochistan Winter School Programme Database

The 54pp Gap

- Human: 98% positive ratings
- AI: 44-84% positive ratings
- Different standards applied
- Human coaches may avoid confrontation

5. Student Engagement

The engagement gap

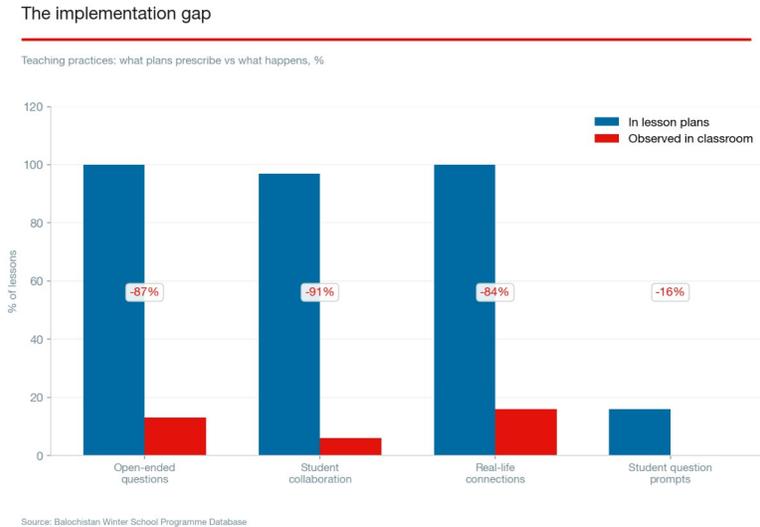Student engagement indicators, % positive (AI assessment)

Source: Balochistan Winter School Programme Database

Critical Gaps

- Basic engagement: 44%
- Collaboration: only 6%
- Real-life connections: 16%
- Student questions: 0%

6. The Implementation Gap

The most important finding: Lesson plans already contain good practices that teachers aren't implementing.

The implementation gap

Teaching practices: what plans prescribe vs what happens, %

Source: Balochistan Winter School Programme Database

Plan vs Reality

- Open questions: 100% → 13%
- Collaboration: 97% → 6%
- Real-life: 100% → 16%
- Gap = Implementation failure

Old vs New Understanding

Old Assumption	New Understanding
Teachers need better plans	Plans are already good
Teachers don't know what to do	Teachers know but don't do
Problem is knowledge	Problem is practice/habit
Solution is more training	Solution is coaching + accountability

7. Recommendations

Teacher Training	Coaching Systems	Program Design
1. Target 20% student talk	**1.** Calibrate to AI standards	**1.** Stop new lesson plans
2. Train open questioning	**2.** Focus on implementation	**2.** Real-time coaching
3. Practice collaboration	**3.** Use AI for targeting	**3.** Video model lessons
4. Model lesson plans	**4.** Add compliance checks	**4.** Peer observation

Conclusion

The problem is not knowledge—it's implementation.

Shift from "create better materials" to "support teachers in using what they have."