The Four Cornerstones of Effective Assessment of Teaching

1- Critical reflection/ Self-assessment

Critical Reflection:

1. Identifying the assumptions that underlie our thoughts and actions (self-reflection)
2. Assessing and scrutinizing the validity of these assumptions
3. Using this newly formed knowledge to more appropriately inform and direct our future actions and practices.

Becoming Reflective in Your Approach to Teaching (The Seven Keys...Buskist)

- Reading about good teaching
- Observing good teaching
- Creating/Revising your philosophy of teaching
- Frequent formative assessment (video record)

Self-Assessment (Teacher Behavior Checklist)- Handout

2-Student Feedback

- Classroom Informal assessment
  - Classroom assessment techniques (CATs)-Handout
  - Student Reflective Methods:
    - After Hours Group
    - Learning Audit
    - Critical Incidence questionnaire

- Mid-Semester Feedback (SGIF, SGID,...)
  - What is going well in class? What you suggest for improvement?
  - End of semester (survey questions, Xplorance Blue)

- End of Semester Evaluation
  - Using Student feedback to improve teaching
    - Think for a few days about the comments
    - Keep positive and unfavorable comments in perspective, 1-2 negative does not reflect the whole class
    - Identify any patterns
    - Start with small, low-risk changes (not all at once)
    - Learn from misinterpretations (humor = condescension, high standards = lack of caring, an easy-going = incompetence).
  - Put student evaluation results into context, comparing the raw averages to class size, to GPAs earned, across terms, and against other classes in the department and college.
  
  For mid-semester, ALSO:
    - Discuss the feedback with students
    - Explain what you can change, and what you cannot change and why

- Improving Student Response Rate to Online Evaluations
  - To prevent only stronger opinion responders:
    - Climate (friendly and respectful)
• Talk about the value of SET in class
• Remind students/personal emails
• Midterm evaluation (+ Xplorance questions)
• Provide a ten-minute period during the evaluation window Ask for screen shot confirming completion
• Extra credit or bonus points?
• Drop a low assignment grade

3-Peer review/observation

SGIF+ Observation = Better Picture on Teaching

• Reciprocal peer review (of course outlines, student work, teaching philosophies, and teaching)
• Confidentiality is key

Four-Step Process for Peer Review

(a) the pre-observational meeting;
(b) the classroom observation, which includes a discussion with the teachers’ students;
(c) drafting the written report; and
(d) the post-observational feedback meeting.

Qualities of effective peer consultants

• From different department than the teacher
• Does not have a personal relationship with the teacher
• Knowledgeable about pedagogy
• Good listener/reflective speaker
• Good social skills/rapport with people
• Keen powers of observation
• Nonjudgmental

Benefits of peer review

• provides teachers the opportunity to adjust their approach during the same semester
• observers often benefit by learning new teaching techniques and improve their own teaching
• It fosters collegial discussion of teaching and the dissemination of good teaching practices among faculty

4-Teaching portfolio

A teaching portfolio is a collection of artifacts (i.e. pieces of evidence) that document teaching activities. It documents:

• Key teaching activities
• Effectiveness as a teacher
• Contributions to teaching
• Reflection on your teaching (developmental TP)

Why you need one?
• applying for teaching jobs
• applying for teaching-based grants
• applying for teaching awards
• Applying for promotion and tenure
• Showing development in your teaching

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What goes in a teaching portfolio?
• CV
• Teaching Philosophy including strategies and methodologies- (Teaching Narrative)
• List of courses taught with instructional objectives
• Samples of instructional materials (syllabi, lesson plans, assignments, exams, PPTs, rubrics, handouts, etc.)
• Video of yourself teaching actual class
• Samples of student work
• Summary of evaluations and sample
• Teaching observation reports
• Reflection on what you learned and how you intend to develop your teaching in the future
• Steps taken to evaluate and improve one's teaching including changes resulting from self evaluation, time spend reading, and teaching goals for the next few years
• Awards
• Thank you” notes and emails from students
• Professional development

Free portfolio websites:
• Google Sites
• Wordpress
• Wix
• Sitebuilder
• Weebly