Engaging Faculty In Assessing Their Own Work

Great Plains Faculty Development Consortium
Annual Meeting
UMKC June 1, 2008

Dr. James E. Groccia
Auburn University
Overriding Message

The Assessment of Your Performance is Too Important to be Left Up to Others!
“When it comes to research, faculty take for granted that it is their responsibility to present evidence of accomplishment. In the case of teaching, however, evaluation often appears to be something that happens to faculty - be it through student course ratings or obligatory classroom visits by chairs or dean.”

Questions?

- What if the hokey pokey is really what it’s all about?
Questions?

- Why do doctors call what they do "practice"?
Questions?

- Why is the man who invests all your money is called a "broker"?
Questions?

- Why do we leave cars worth thousands of dollars in the driveway and put our useless junk in the garage?
Questions?

- How can faculty effectively plan and influence their evaluation process?
PLANNING FOR EVALUATION

WHAT IS THE PURPOSE OF THE EVALUATION?

- Data for Tenure and Promotion
- Data for Professional Improvement
- Data for Research
WHO WILL DO THE EVALUATION?

- Self
- Students
- Colleague(s)
- Dean or Department Chair
- Alumni
- Campus Teaching Center
PLANNING FOR EVALUATION

WHEN WILL EVALUATION BE DONE?

- Before Teaching
- During Teaching
- After Teaching
“Class, I’ve got a lot of material to cover, so to save time I won’t be using vowels today. Nw lts bgn, pls trn t pg 122.”
PLANNING FOR EVALUATION

WHAT WILL BE EVALUATED?

- Organization of Course
- Subject Matter and Material
- Communication Skills
- Student Engagement (Teacher vs. Student Talk)
- Knowledge of Subject
- Enthusiasm for Subject and for Teaching
PLANNING FOR EVALUATION

WHAT WILL BE EVALUATED?

- Concern for Students
- Fairness and Equity
- Reliability and Validity of Tests and Grading
- Use of Appropriate Teaching & Testing Methods
CHECKING IN (Answer on your own and hand in to your instructor)

The water of the earth’s oceans stores lots of heat. An engineer designed an ocean liner that would extract heat from the ocean’s waters at $T_h = 10^\circ C$ (283 K) and reject heat to the atmosphere at $T_1 = 20^\circ C$ (293 K). He thought he had a good idea, but his boss fired him. Explain.

Because he slept with his boss' wife. ~Jathan oh dear!
PLANNING FOR EVALUATION

- Student Learning Outcomes
PLANNING FOR EVALUATION

HOW WILL EVALUATION BE DONE?
- Self-Assessment
- Early Feedback
- Small Group Instructional Feedback
- Focus Groups
- Class Observation
- Videotaping
PLANNING FOR EVALUATION

HOW WILL EVALUATION BE DONE?

- Peer Review
- End-of-Semester Student Evaluations
- Content Analysis of Instructional Material
- Review of Class and Student Records
- Assessment of Student Outcomes
- Interaction Analysis
- Academic Portfolio
PLANNING FOR EVALUATION

HOW WILL EVALUATION BE DONE?

- Interaction Analysis

http://www.nova.edu/hpdtesting/ctl/fia.html
PLANNING FOR EVALUATION

- Academic Portfolio
“When it comes to research, faculty take for granted that it is their responsibility to present evidence of accomplishment. In the case of teaching, however, evaluation often appears to be something that happens to faculty - be it through student course ratings or obligatory classroom visits by chairs or deans. Portfolios place the initiative for documenting and displaying teaching back in the hands of the person who is doing it; they put the teacher back in charge… selecting, assembling, and explaining portfolio entries that accurately represent actual performance.”

My Academic Role:
- Research
- Outreach
- Teaching
- Service

Professional Development
Conclusion

The Assessment of Your Performance is Too Important to be Left Up to Others!
Thanks