

ACADEMIC - IMPRESSIONS

Peer Review of Teaching: Process, Developing Rubrics, and Preparing Reviewers

**Evaluating Faculty Performance
in the Classroom
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ACADEMIC - IMPRESSIONS

Peer Review of Teaching

**What questions do you hope to
have answered today about peer
review of teaching?**

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Peer Review of Teaching: Creating a Process

**What questions do we need to
answer in order to effectively
review teaching?**

Why review teaching?
What parts of teaching to review?
How to structure review of teaching?

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Peer Review of Teaching: Why review teaching?

Brainstorm

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Why review teaching?

Mandates from administration
Mandates from accrediting bodies
Avoid over-reliance on student feedback
Parallel to peer review of research
Obligation to students
Wish to improve

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Why review teaching?

Evaluating teaching is a time-consuming and difficult task; there is no point in doing it if it does not help us improve our students' education and our faculty members' work lives. We do peer review because these things (students' education and faculty work lives) are important, and there are some things that peers are best qualified to judge.

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What aspects of teaching should peers evaluate?

Those aspects of teaching that students cannot evaluate

Peers (in role on P&T committees) make global judgments about faculty as teachers using information from peers, students, self

Peers also provide specific evaluation data that informs the global judgment

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What aspect of teaching should we evaluate?

In your institutional context, what specific evaluation data should be provided by peers?

What teaching behaviors, materials, and activities should be reviewed by peers?

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How should peer review be structured?

Who will do the reviewing?

How will their work be acknowledged/valued?

When and how frequently will various aspects of teaching be evaluated?

How will information be documented and presented?

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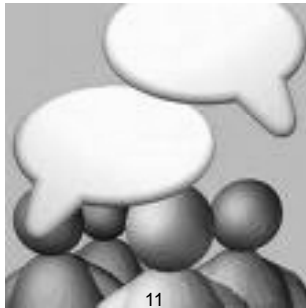
Uncovering our biases



Write - Pair - Share

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Peer Review of Teaching: Evaluating the artifacts



Small Group Tasks

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Peer Review of Teaching: Observing in the classroom

Sample rubrics and evaluation tools

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Peer Review of Teaching: Observing in the classroom

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Peer Review of Teaching: Preparing reviewers

- What do you need to know to review teaching materials (syllabi, exams, handouts, assignments, labs, websites, etc)?
- What do you need to know to review observe and report on a colleague's classroom teaching?
- What do you need to know to review the feedback a colleague gives to students on their work?
- What do you need to know to review a colleague's self-assessment of teaching?
- What do you need to know to review a colleague's student evaluation results?

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Peer Review of Teaching: Preparing reviewers

- What do you need to know to fairly and effectively write a letter of review that addresses the required criteria?
- What do you need to know to fairly and effectively interpret the various data on teaching in order to make appropriate tenure & promotion or merit pay decisions?
- How should your faculty learn how to do these things?

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Basic References

Arreola, R. A. (2007) *Developing a Comprehensive Faculty Evaluation System*. (3rd ed.) Bolton, MA: Anker Publishing Company.

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