

Evaluation of Teaching Effectiveness for Annual Review: Options for Departments – TILT - Colorado State University

In December 2017, Faculty Council approved revisions to the Colorado State [University Faculty Manual](#) that include “Departments shall foster a culture that values and recognizes excellent teaching, and encourages reflective self-assessment... [and that] [evaluation of teaching](#) should be designed to highlight strengths, identify deficiencies, and improve teaching and learning. Evaluation criteria of teaching can include, but are not limited to, quality of curriculum design; quality of instructional materials; achievement of student learning outcomes; and effectiveness at presenting information, managing class sessions, encouraging student engagement and critical thinking, and responding to student work.” Evaluation of teaching must involve substantive review of multiple sources of information such as those listed in the chart below. The following charts offers scenarios from which departments might choose to utilize tools created by TILT in conjunction with existing tools to meet their needs in developing and evaluating teaching effectiveness.

Goal Setting

Scenario 1	Scenario 2	Scenario 3	Scenario 4	Scenario 5...
<ul style="list-style-type: none"> Instructor chooses criteria from <i>Framework for Teaching Effectiveness</i>¹ to set goal(s)² Instructor determines number of goals (1 – 2 recommended) 	<ul style="list-style-type: none"> Department recommends criteria from <i>Framework for Teaching Effectiveness</i> to set goal(s) Department recommends number of goals 	<ul style="list-style-type: none"> Department determines criteria from <i>Framework for Teaching Effectiveness</i> for instructors to set goal(s) Department determines number of goals 	<ul style="list-style-type: none"> Department determines specific goal(s) for all instructors in department. Departmental goal used to plan professional development and other support for instructors 	<ul style="list-style-type: none"> Department determines one goal for all instructors in department. Instructor sets a personal goal around teaching effectiveness.

Example of Evidence

Scenario 1	Scenario 2	Scenario 3	Scenario 4	Scenario 5...
Instructor chooses three forms of evidence of teaching effectiveness from the list below	Department chooses one form of evidence of teaching effectiveness from the list below AND Instructor chooses two forms of evidence	Department chooses three forms of evidence of teaching effectiveness from the list below	Department chooses three forms of evidence of teaching effectiveness from the list below	Department chooses one form of evidence of teaching effectiveness from the list below Instructor chooses two forms of evidence

Evidence of Teaching Effectiveness (define the metrics...)

- *summaries of how the instructor used information from student feedback to improve course design or instructional delivery, as well as any evidence of the outcomes of such improvements*
- *course syllabi that support student learning*
- *signed peer evaluations*
- *examples of course improvements and their effect on student learning*
- *development of new courses and teaching techniques*
- *integration of service learning*
- *letters, electronic mail messages, and/or other forms of written comments from current and/or former students*
- *evidence of the use of active and/or experiential learning and their effect on student learning*
- *student learning achievement*

- *professional development related to teaching and learning*
- *assessments from conference/workshop attendees*
- *self-assessment of placement and evidence of growth on Framework for Teaching Effectiveness*
- *evidence of work on/improvement of university priorities to improve student success, i.e., FFW (First Four Weeks), Principles of Community, Inclusive Excellence...*

¹ Framework for Teaching Effectiveness – developed by TILT in 2018. This document defines stages of development and achievement in teaching effectiveness.

² Goal-Setting Form – developed by TILT in 2018. This form allows instructors to set a teaching goal(s) and determine metrics for achievement.