

Faculty Evaluation


Techniques

Presented By:

Jaci Lederman

Associate Professor and IT Department Chair –Vincennes University

Survey Dig



Courses for:

Search tips

Global Search

CRN Term College Department

14 Spring 2019

Schedule Code Inst Method Campus Faculty Type

Sort By 1 Output Records

Course Summary 500 Search

If no results are listed below, clear the fields above, select a term, and press search.
If you change any fields in the above input or checkboxes, press the search button to refresh.
Move the mouse over any underlined prompt above to get more detailed help for that option.
Click on the number under "Evaluations Taken" to see the results for that class.
If the "Reporting Disabled" checkbox is present, detailed results are not available yet.

☐ Show Only Courses with Responses ☐ Show Group Summary Only
☐ Show Only Courses without Responses ☐ Show 95% Confidence Interval
☐ Show Comparative Averages ☐ Show Min / Max / Median
☐ Show Detail Comparative Stats ☐ Show Question Code
☐ Show Number Response Counts ☐ Hide Text Entry / Comments

Course Improvement Plan

Course Improvement Plan

Name: _____

Department/Program/Area: _____

College or Teaching Location: _____

Present Rank: _____

Years of Service at VU: _____ Academic Year: _____

Status: _____ Contract _____ Tenured _____ Adjunct _____ Semester Contract _____

Attach copies of your Aggregate Survey Dig Results to this plan.

Based on your Aggregate Survey Dig Results, review the Performance Level (Upper, Middle or Lower) for each question as well as your student comments, and then respond to the following questions:

- Identify the questions for which you are ranked in the Upper level in most or all sections you teach. What are your processes and activities that you think produce your high results for these questions?

Reviewer Comments:

- Identify the questions for which you are ranked in the Middle level. For each question, what improvements might you make to produce an Upper level ranking?

Faculty/ Adjunct Evaluation Plan

VINCENNES UNIVERSITY

FACULTY

EVALUATION

PLAN

Approved: _____

Professional Growth Plan

Professional Growth Plan (PGP) for Vincennes University Full-time Faculty
To be completed annually

Name: _____

Department/Program/Area: _____

College and Teaching Location: _____

Present Rank: _____

Years of Service at VU: _____ Academic year: _____

Status: _____ Contract _____ Tenured _____

Instructions:

- By March 22 each faculty member submits their draft of a Professional Growth Plan (PGP). The evaluation cycle runs from March 1 - February 28-29.
- During the evaluation conference, the Chair and faculty member jointly finalize a PGP for the next evaluation year taking into consideration specific areas of instructional performance that may need attention, the professional development of the individual, and institutional goals. Chair and faculty must develop one goal for Teaching Effectiveness & Performance of Assigned Task and one goal for either Professional Development or Service to University and/or Community Representative.

PGP FOR NEXT EVALUATION YEAR _____

I. TEACHING EFFECTIVENESS & PERFORMANCE OF A ASSIGNED TASK

GOAL

Objective(s)

Resources Needed

Assessment Method

Results- Fill out and turn in on March 22nd of the following evaluation year



Survey Dig

VINCENNES UNIVERSITY

Courses for:

Global Search
CRN Term College Department
4 Spring 2019
Schedule Code Inst Method Campus Faculty Type
Sort By 1 Output Records 500 Search

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Course Improvement Plan

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1. Identify the questions for which you are ranked in the Upper level in most or all sections you teach. For each question, what improvements might you make to produce your high results for these questions?

2. Identify the questions for which you are ranked in the Middle level. For each question, what improvements might you make to produce an Upper level ranking?



Faculty/ Adjunct Evaluation Plan

VINCENNES UNIVERSITY

FACULTY EVALUATION PLAN

Approved: _____



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PGP FOR NEXT EVALUATION YEAR _____

I. TEACHING EFFECTIVENESS & PERFORMANCE OF A ASSIGNED TASK

GOAL
Objective(s)
Resources Needed
Assessment Method
Results- Fill out and turn in on March 22 nd of the following evaluation year

Not isolated Islands of Information.

Survey Dig

VINCENNES
UNIVERSITY

Search Dig

Global Search

CRN

Term

College

Department

4

Spring 2019

Schedule Code

Instr Method

Campus

Faculty Type

2

Sort By 1

Output

Records

500

Search

☐ Show Only Courses with Responses

☐ Show Group Summary Only

☐ Show Only Courses without Responses

☐ Show 95% Confidence Interval

☐ Show Comparative Averages

☐ Show Min / Max / Median

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1

No results are listed below, clear the fields above, select a term, and press search.

2

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3

Move the mouse over any underlined prompt above to get more detailed help for that option.

4

Click on the number under "Evaluations Taken" to see the results for that class.

5

If the "Response Disabled" checkbox is present, detailed results are not available yet.

Course Improvement Plan

Course Improvement Plan

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Reviewer Comments:

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Faculty Evaluation Plan

VINCENNES UNIVERSITY

FACULTY
EVALUATION
PLAN

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PGP FOR NEXT EVALUATION YEAR _____

I. TEACHING EFFECTIVENESS & PERFORMANCE OF A ASSIGNED TASK

GOAL

Objective(s)

Resources Needed

Assessment Method

Results- Fill out and turn in on March 22nd of the following evaluation year

Input/Output

Faculty Evaluation

Example 1 – Upper

> *Greater than 50% of responses
Strongly Agree*

Presented By:

Jaci Lederman

Associate Professor and IT Department Chair –Vincennes University

How Does it Work?

Survey Dig (Required class activities improved my skills and thinking.):

Class activities.	40	30 (75%)	5 (13%)	4 (10%)	1 (3%)	4.60	0.78	U
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Ranking of
Upper

Student Comment:

All things considered, the information presented throughout this course was well-organized and fairly easy to understand. Also, I do feel that I gained a considerable amount of knowledge regarding different disaster recovery methods and data security on the whole.

Great instructor and helped me improve my skills and thinking.

Course Improvement Plan:



Faculty
Reflection

1. Identify the questions for which you are consistently ranked high in most or all sections you teach. What are your processes and activities that you think produce your high results for these questions?

Required class activities improved my skills and thinking –

I believe that I produced high results in the “Required class activities improved my skills and thinking”, because I keep my curriculum updated with current and relevant content. This is accomplished by completing training courses and earning industry certifications. With the new skills I learn, and am able to incorporate numerous hands-on activities and exercises that allow students to learn job ready skills. Students learn how to troubleshoot and think beyond completing a tutorial.

How Does it Work?

Faculty Evaluation:



Ranking of
Upper


Faculty
Reflection

I. TEACHING EFFECTIVENESS & PERFORMANCE OF ASSIGNED TASK (60%)

☒ have met the university's faculty expectations. See page 7 for a list of faculty expectations.

Using bullet points, describe in sufficient detail your strengths **beyond faculty expectations**. (Your description may include a brief narrative, specific examples, explanations, etc.) See pages 7-8 for examples.

C. Curriculum Development:

8. Maintain currency of the curriculum and reading materials

- I completed an industry course and passed the certification exam authorizing me to teach the content. With the new skills, I updated an out of date course for on campus and online delivery. The new content allows students to learn industry relevant knowledge and skills.

VINCENNES UNIVERSITY

FACULTY
EVALUATION
PLAN

Approved: _____

How Does it Work?

Professional Growth Plan:



Ranking of
Upper


Faculty
Reflection

II. PROFESSIONAL DEVELOPMENT

GOAL

A. Personal Advancement in the Discipline – 4. Maintain professional certification

Objective(s)

Earn certification in IOT (internet of things) to allow incorporation of IOT skills and knowledge into the current curriculum.

Resources Needed

Access to IOT training course (free), and funding for tools and materials. I will be submitting grant for tools and materials.

Assessment Method

Maintain score of Upper on Survey Dig for the category of -Required class activities improved my skills and thinking.

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PGP FOR NEXT EVALUATION YEAR _____

I. TEACHING EFFECTIVENESS & PERFORMANCE OF ASSIGNED TASK

GOAL _____
Objective(s) _____
Resources Needed _____
Assessment Method _____

Results- Fill out and turn in on March 22nd of the following evaluation year

Faculty Evaluation

Example 2 – Middle

Middle is default

Presented By:

Jaci Lederman


Associate Professor and IT Department Chair –Vincennes University

How Does it Work?

Survey Dig (I was actively engaged in the class):

Class engagement. 6 3 (50%) 2 (33%) 1 (17%) 4.17 1.17 M

Ranking of
Middle

Student Comment:  The class evolved a lot of group work which is irritating when the group members don't pull their weight.

Course Improvement Plan:



Faculty
Reflection

2. Identify the questions for which you are consistently ranked in the middle. For each question, what improvements might you make to produce an Upper level ranking?

I was actively engaged in this class –

I believe that I produced medium results in the “I was actively engaged in this class”, due to group projects that most student enjoy, but some become frustrated with. This is based on student comments indicating that the group projects were a fun part of the learning process, while others found it difficult to complete due to lack of participation from some students. Other comments indicated that the students had difficulty assigning work amongst the group. To improve on this ranking, I plan to research best practices for designing group projects, to determine how I can address the student feedback.

How Does it Work?

Faculty Evaluation:



Ranking of
Middle


Faculty
Reflection

I. TEACHING EFFECTIVENESS & PERFORMANCE OF ASSIGNED TASK (60%)

☒ have met the university's faculty expectations. See page 7 for a list of faculty expectations.

Using bullet points, describe in sufficient detail your strengths **beyond faculty expectations**. (Your description may include a brief narrative, specific examples, explanations, etc.) See pages 7-8 for examples.

B. Instructional Delivery:

4. Incorporate group-learning activities where applicable

- Incorporation of group learning for the final project for the course. To make the course materials come alive, students were divided up into teams to complete the final project. This allowed students to apply the skills learned in the course. Students commented that this was what was liked the most about the course.

☒ The actual process of planning the final project after we have worked the case study. It is different from learning about it, but another to actually complete it

☒ The topics covered, access to a number of project management document templates, as well as the hands on experience in project management made for an excellent learn environment.

☒ The final project for this class was actually fun!

☒ We had to all do a running case for a project and put ourselves in the shoes of a project manager and got to research details about what to do in certain situations whether it being ahead of schedule behind schedule or even progress in the project on whether we are finishing on time or late.

VINCENNES UNIVERSITY

FACULTY
EVALUATION
PLAN

Approved _____

How Does it Work?

Professional Growth Plan:



Ranking of
Middle


Faculty
Reflection

Professional Growth Plan (PGP) for Vincennes University Full-time Faculty
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PGP FOR NEXT EVALUATION YEAR _____

I. TEACHING EFFECTIVENESS & PERFORMANCE OF ASSIGNED TASK

GOAL

Objective(s)

Resources Needed

Assessment Method

Results- Fill out and turn in on March 22nd of the following evaluation year

I. TEACHING EFFECTIVENESS & PERFORMANCE OF ASSIGNED TASK

GOAL

Improve upon student Survey Dig scores for the category-I was actively engaged in this class.

Objective(s)

Research best practices for designing group projects. Evaluate current group project assignments to determine how to improve the experience. Specifically, determine how to improve engagement of all students on the teams.

Resources Needed

Online resources that provide best practices for group projects.

Shadow other Professors to get ideas on how to improve my group project assignments.

Obtain information from CTL on how Blackboard can be used to help teams communicate and collaborate.

Assessment Method

Improved score on Survey Dig from students for the category- I was actively engaged in this class.

Results- Fill out and turn in on March 22nd of the following evaluation year

Faculty Evaluation

Example 3 – Low

> *Greater than* 20% of responses
Disagree or Strongly Disagree and
<= *Greater than-Equal to* 50%
Strongly Agree

Presented By:

Jaci Lederman

Associate Professor and IT Department Chair – Vincennes University


How Does it Work?

Survey Dig (The instructor graded my work consistently with evaluation criteria.):

Grading consistency.	4	1 (25%)	1 (25%)	2 (50%)	2.00	1.41	L
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Ranking of
Low

Student Comment:

 The lack of Grading

Course Improvement Plan:




Faculty
Reflection

3. Identify the questions for which you are consistently ranked low. Describe your plan for improving those results, if you deem appropriate.

The instructor graded my work consistently with evaluation criteria –

I did get behind in grading a couple of my courses this semester. To improve, I plan to sync all my course assignment due dates so that I can schedule a dedicated time to grade all my course assignments at the same time each week. Currently assignments are due different time of the week making it difficult to keep up with which assignments are due in which class. I will be updating my 16 Week schedules and Blackboard sites to reflect this change.

How Does it Work?

Faculty Evaluation:



Ranking of
Low


Faculty
Reflection

I. TEACHING EFFECTIVENESS & PERFORMANCE OF ASSIGNED TASK (60%)

☒ have met the university's faculty expectations. See page 7 for a list of faculty expectations.

Grading students fairly and consistently

- The "L" on the Survey Dig in the "The instructor graded my work consistently with evaluation criteria" is an opportunity for improvement.

Using bullet points, describe in sufficient detail your strengths *beyond faculty expectations*. (Your description may include a brief narrative, specific examples, explanations, etc.) See pages 7-8 for examples.

- "I created polls to assess the comfort level of the class before moving on to the next content area." Students feel comfortable indicating they have questions using technology, instead of the "raise your hand" method. I have found using these polls is a good way to keep everyone on the same page, and builds confidence within the students that they will get help no matter what the question or issue.

See student comment below from Survey Dig:

Like most:

How the professor would check on students making sure everyone was ready to move on before starting a new lesson.

VINCENNES UNIVERSITY

FACULTY
EVALUATION
PLAN

Approved: _____

How Does it Work?

Professional Growth Plan:



Ranking of
Low


Faculty
Reflection

I. TEACHING EFFECTIVENESS & PERFORMANCE OF ASSIGNED TASK

GOAL

Improve upon student Survey Dig scores for the category-Grading Consistency.

Objective(s)

Evaluate student assignments to determine and implement an improved system for consistently grading student assignments in a timely manner.

Resources Needed

Obtain training from CTL on assignment grading options (self-grading quizzes, rubrics, and creative assignment creations).

Shadow other Professors to get ideas on how to improve grading consistency.

Sync due dates across classes so that I can plan a consistent day/time each week to grade.

Assessment Method

Improved score on Survey Dig from students for the category-Grading Consistency.

Results- Fill out and turn in on March 22nd of the following evaluation year

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PGP FOR NEXT EVALUATION YEAR _____

I. TEACHING EFFECTIVENESS & PERFORMANCE OF ASSIGNED TASK

GOAL _____
Objective(s) _____
Resources Needed _____
Assessment Method _____
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