

Peer Evaluation

Recommendation for Best Practice

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Faculty Senate 2020-2021 Red Membership

- Tamara M Robertson (Chair)
- David Denton
- Eric Branscome
- Alice Lin
- Sergei Markov
- Elaine Berg

Committee Charge

- Recommend best-practice for University peer evaluation process to be used during RTP process
- Prompted by previous recommendation to potentially remove student evaluations from RTP process

Committee Goals

- For the recommendation to be a reflection of:
 - Collegiality
 - Best-Practice
 - Professional development/growth underpinnings
 - Improved reliability for RTP decisions

Current APSU Practices

- Incongruent across colleges and departments
- No standardized methods for evaluator/observer selection
- Peer observations are used primarily for evaluation rather than professional growth/development

Disclaimer

- The committee recognizes the potential logistical issues with the recommended peer observation/evaluation process. However, the recommendation is made in the spirit of best-practices for professional growth and development and reliability.

Who?

- **Who is evaluated?** Tenure Track Faculty
- **Who are the observers/evaluators?** The committee recommends two observers/evaluators annually rather than the current practice of only having one.
- **Process for selection:** The faculty member will provide the chair/director of the department suggestions for one of the observers/evaluators from within the faculty member's discipline. The chair/director will select from the suggestions.

The second observer/evaluator will be selected by the chair/director. (Option 1 & 2)

How?

- **Process for Years 1-3:**

- Pre-observation interview with faculty member and both observers
- Observation, attended by both observers (formative)
- Observers provided formative feedback in the form of the department evaluation tool
- The evaluated faculty will access resources (CAFÉ, etc.)
- Second observation (evaluative)
- Debriefing session with all members
- Each observer provides a department evaluation tool to be uploaded into the e-dossier

How? Continued

- Years 4-Tenure

- Pre-observation interview with faculty member and both observers
- Observers will be selected by same procedure as years 1-3
- Observation will include 2 consecutive class meetings (observers will attend both)
- No longer formative
- Each observer will complete the department evaluation tool and provide to the faculty member to include in the e-dossier

When?

- The process would need to be included in the University's RTP calendar and process.

Actions	Year 1	Year 2	Year 3	Year 4	Year 5	Tenure
When is e dossier due?	Jan 2021	Sept. 2021	Sept. 2022	Sept. 2023	Sept. 2024	Sept. 2025
When should observations occur?	August-December 2020 (first semester of teaching)	Spring 2021	Spring 2022	Spring 2023	Spring 2024	Spring 2025

Where?

- The annual observation occurs during class sessions of the faculty's primary teaching method (traditional, laboratory, clinical, online)
- If a faculty teaches in multiple modalities, the chair/director may have the faculty include more than one modality. This is not a committee recommendation, but is an option to chairs.
- Online teaching processes will need additional clarity, which may include evaluation of a single module or two consecutive models for years 4-Tenure.

Promotion

- Overall same process as years 4-tenure
- Exception: Faculty seeking promotion must have a peer observation within one previous year of seeking promotion. (Currently it is within two years)