

Changing the Conversation about Faculty Evaluations



Using 'Real Time' Data to Improve Student Success

What prompted St. Petersburg College to do this?

- Center for Excellence in Teaching and Learning (CETL) New faculty Cohort & Faculty Governance Organization (FGO) examine faculty competencies
- FL Department of Education State Board Rule 6A changes include performance criteria
- The need for updates to faculty evaluations identified
- Collaborative Committee on Faculty Evaluations formed

Value statement:

The faculty evaluation process at SPC is a positive experience that supports student success and the continued professional growth of all faculty members.




Collaborative Committee on Faculty Evaluations

24 Faculty and 14 Administrators Examined:

- How to look at data
- Digital Portfolio Tool
- Instructional Strategies
- Contributions to the College
- Faculty Growth Plan/ Professional Development

Collaborative Recommendations:

- Updated evaluation criteria
 - Rubric to guide evaluation
 - Implementation of a digital portfolio tool
- 

Why the E-Portfolio

- More technology??
- Translating the paper document
- Multiple use tool

www.data180.com/faculty180/spcollege

“We measure what we value”

How to look at data:

- Personal and at times circumstantial
- Unique to each discipline, department, course, mode, campus, duration and faculty
- Only PART of the overall evaluation process
- Provides a platform for faculty to reflect on data in a meaningful and narrative format
- Starts the conversation and facilitates reflection by providing opportunities for collaborative planning, identifying best practices and guiding professional growth.

Collaborative Conversations

- Changing the conversation between faculty and dean
- Understanding faculty perspective regarding SSI data
- Placing course success rates within a context
- Aligning professional development with strengths/department needs/professional interest
- Increasing awareness of strengths that faculty bring not only to their campuses or department but how they fit into the college as a whole
- Collaboratively planning for discipline needs and college wide initiatives

Changing the Conversation about Faculty Evaluations

