

Peer Review of Teaching

Purposes

Formative

Improve faculty educational effort to improve learning and educational program

Summative

Reward for quality performance

Personnel decision-making

Benefits

- Collegial and collaborative exchanges about faculty teaching practices
- Improved teaching
- Closer working relationships in the department
- Elevated morale and productivity
- Enhanced student evaluations of faculty teaching
- Improved faculty rewards for teaching
- Promoted teaching scholarship

Challenges

- The lack of agreed-upon criteria for faculty teaching
- The long tradition of keeping faculty teaching practices private
- Insufficient time

Steps for Successful Peer Review

1. Articulate desired outcomes
2. Describe good teaching
3. Establish a process to choose reviewers
4. Establish a process to schedule reviews
5. Establish strategies for conducting reviews and reporting data
6. Train reviewers
7. Establish opportunities for follow-up and professional development
8. Reward participation

Steps for Successful Summative Reviews

- Clear policies
- Agreed-upon evaluation criteria
- Reliable documentation instruments

Peer Review Strategies

- Peer Mentoring/Coaching
- Review of Teaching Portfolio
- Course Review
- Peer Observation

References

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