

# Instructor Self-Evaluation and Interpretation

Sergio Soto

Los Angeles Harbor College



# Instructor Evaluations

Instructor evaluations, whether they are self-evaluations or student evaluations, is something that is likely practiced across programs.

What may not be standard is the level of reporting, whether the evaluation instruments are institutionally developed and standardized or in program. We can discuss this later on.



# Instructor Evaluations: let's think about how we use them

Do we share them?

Is it a punitive tool?

Do we file them evaluations away?

Remember, all evaluation are subjective



# Discussion

- How many of you believe your instructor can improve?
- If you feel they can be improve, in what ways?
- Are your expectations realistic?



# Instructor Evaluations

- Often we use evaluations as report cards
  - Alone there is no clear path to improvement
  - May put a instructor on the defensive
  - The organization and instructor may not see the hidden value
- Don't approach it as an stand-alone evaluation, but as tool for performance management



# Setting Goals For Your Evaluations

- **As a leader**
  - You guide the goals for growth and improvement
  - Measure what's going on in the classroom
  - Improve student growth
  - Accountability, is the course meeting learning objectives
  - How well does an instructor's teaching philosophy match the program's mission
  - Part of your role is to provide feedback



# Setting Goals For Your Self-Evaluations

- Start with your student evaluations of your instructors
  - Self-Evaluation is one piece of the puzzle, student evaluations is the other
- Inside-Out approach
  - Understanding that you only have control of yourself. You cant control another person, but what you can do is influence
    - By sharing observations thoughts and guiding



# What does a Class Evaluation Tell You?

- Gaps and Blind Spots
- If you can't see a gap it's a blind spot,
  - Students will tell you where the blind spots and gaps are since they are the ones learning
- Share class evaluations with your instructor and let them interpret the results.



# The Value of Instructor Self Evaluations

- Benefits of this format
  - Encourages self reflection
    - Inspires professional growth and awareness of abilities
    - Reinforces established learning goals
    - Initial evaluations help establish reasonable individualize instructor goals
    - Follow-up self evaluations gauge progress over time
  - Instructor is more likely to give candid responses
    - Self-evaluations are often less pressure than other forms of evaluations
  - Instructors are setting goals
    - We may not realize that we as managers are setting goals
      - Accountability (If and instructor says they can do it, they can be held to them)
      - Goals and Expectations are not too great to fail



# Little Victories Add Up To Big Wins

- Recognize that value is growing
- Underperformers a chance to grow
  
- You want instructors to build themselves up.
  - This is applicable to anything
  
- It's all about improvement
  - A better product and to keep growing
  - Know/learn why they improve



# Ask Students

- Was the instructor:
  - Prepared?
  - Knowledgeable?
  - Was class time used effectively?
  - Where was the instructor exceptional
  - Where did the instructor have deficiencies
    - What are opportunities for improvement (positive framing is always better received)



# Ask Instructors

- What went well
- What they feel may be an area for growth
- Ask them to share their interpretation of student evaluations
- If they been assess before, ask how they feel they've improved or reached existing goals
- What they do to grow professionally
- Ask instructor to share ideas and provide feedback about your program



# Responding, Coaching and Reporting

Meet with your instructors

Discuss the process and share your interpretation

Report your analysis in written form

Best practice is to meet in person first so you can formally record

If you don't follow through, all this effort is pointless.

If you aren't accountable why should any one else in the process be.