Facilitating Faculty Development for Classroom Excellence

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PETE's Program

- Peers Engaging in Teaching Excellence
- Teaching improvement program
- Go-to program for enhancing classroom performance
- Multiple components
  – Teaching workshops
  – Peer coaching

Peer Coaching of Instruction

- Pilot program Spring 2018
- 32 participants
  - All levels of tenure-track faculty (n=30) and Ph.D. graduate students (n=2)
  - Paired across disciplines and tenure levels
  - Varied class sizes (large to small lecture)
  - Varied class level (intro to capstone)

Participant survey

- Collegiality and familiarity with CASNR teaching faculty outside of department

- Effectiveness in completing self-assessment

- Effectiveness in your teaching

- Anticipate applying information learned

- Goals for personal growth in teaching

Peer Coaching of Instruction

- Goals of the program for CASNR:
  - Develop an *encouraging* culture
  - Develop collaboration throughout the college
  - Utilize the program as a way to share ideas, techniques and best practices

- ***Not*** a peer evaluation for annual appraisal or promotion

Expectations

- Meet as a team prior to course visits
- Visit the team members course twice/semester
- Follow-up with the peer coach after each visit
- Complete a pre- and post- participation survey

Survey Results and Goals

- Survey questions:
  - Scale questions on a scale of 1 to 5
    - 1=not at all familiar/effective/likely
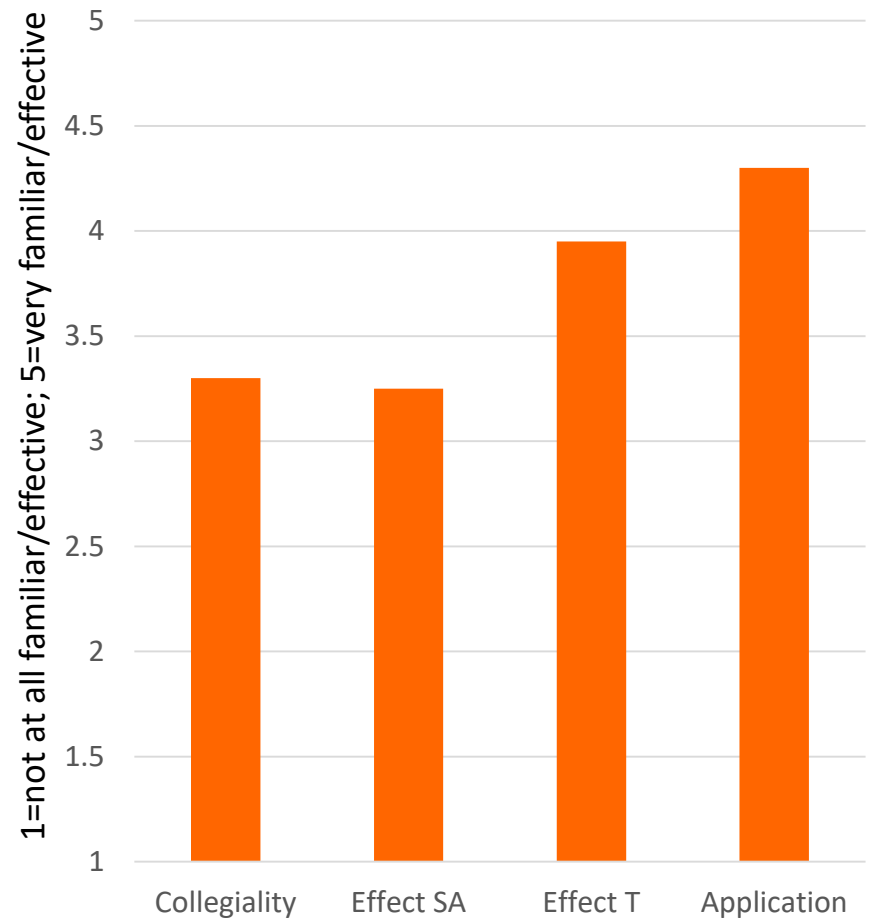   - 5=highly familiar/effective/likely
  - Goals were self reported/stated by faculty

In the beginning….

- Collegiality and familiarity (35%)

- Effectiveness in self-assessment (35%)

- Effectiveness in your teaching (80%)

- Anticipate applying information from the program (85%)

Expanding Minds, Inspiring Purpose

Peer Coaching of Instruction

- Initial goals of the participants:
  - Help share teaching ideas
  - Improve teaching strategies
  - Determine my weaknesses in my teaching structure/philosophy
  - Get outside faculty input on lecture plan and execution
  - Get immediate feedback
  - Learn techniques for adding interactive learning to a large classroom
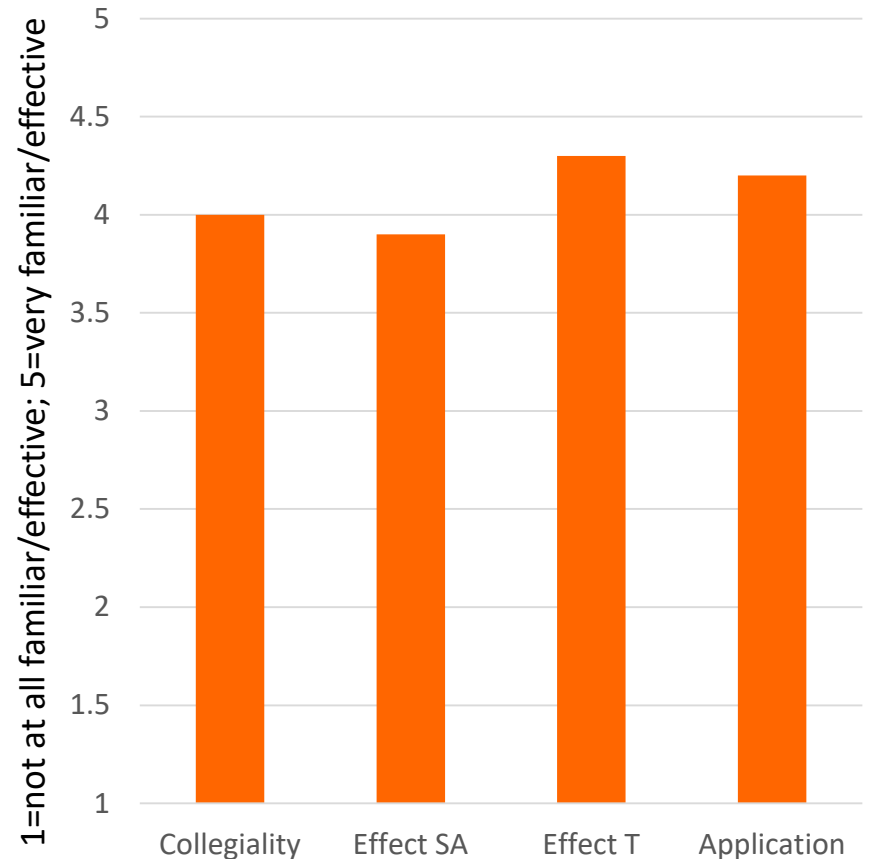
At the end….

- Collegiality and familiarity (76%)

- Effectiveness in self-assessment (76%)

- Effectiveness in your teaching (100%)

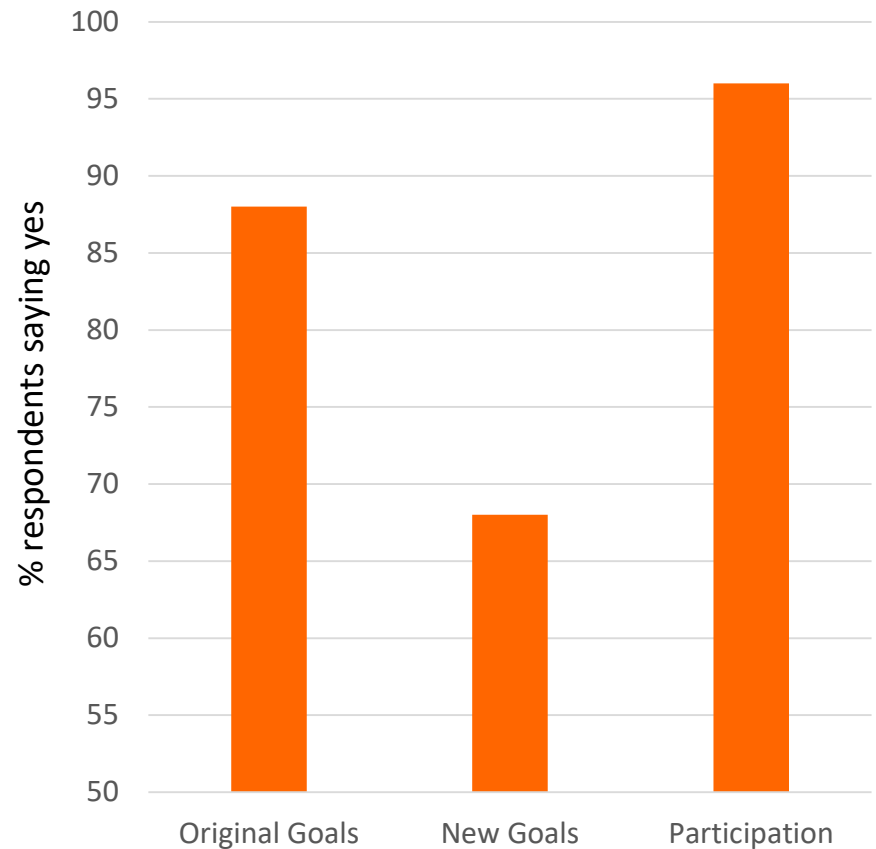- Anticipate applying information from the program. (76%)

Did you accomplish and set new goals?

- Accomplish original?

- Set new?

- Participate again?

New goals of participants

- Incorporate active learning and teaching technology

- Integrate a student response system

- Integrate strategies in both of our classes, develop a survey for students and publish the data

- Increase class attendance

What they learned

- Need distinct modules that can be completed in one lecture
- Need to be mindful to engage all students, not just a few
- Sat in the back of the room as an evaluator and it gave me a whole new perspective on my classes and the students in the back
- Need to slow down
- Teaching assessment is less controlled compared to research I am trained to conduct
- Don't be afraid to adjust the room layout depending on class size
- It is valuable for our students to see us engaged in professional development—they recognize that we are trying to improve our teaching for their benefit

Suggestions for improvement/goals for CASNR

- Provide more structured feedback

- Have a designated topic or speaker at lunch

- Allow participants to attend different types of courses rather than the same course twice

- Encourage continued collaboration after the program

- Vary the semester this is offered

- Create a cohort to enhance scholarship of teaching

Thank you!

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