

## **Using Student Feedback to Guide Teacher Improvement**

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### **Reflecting on Teacher Evaluation Data**

The data should be reviewed holistically along with other sources of information if available (which can include, but is not limited to, reviews of classroom teaching, participation in education activities such as curriculum development, assessment information, peer review, formal/informal qualitative feedback etc.). The goal is to review trends over time and any dramatic shifts, and contextualize the data against data for faculty at your site and in your department.

The narrative comments in particular serve as an opportunity to reflect on your performance and impact as a teacher. These are some questions you might ask yourself:

- How does this data compare with how you thought you were doing?
- Is there anything particularly surprising?
- What informal feedback have you received from learners, and does this fit with your self-assessment above?
- What opportunities for improvement were identified? How might you improve upon them?
- Who/what might help you to with this change?

### **Turning Reflection into action:**

- What goals for improvement do you have?
- What specific actions will you take?
- What resources will you need? Who can help you? What learning might you need?
- What might get in the way of making the changes? How will you overcome that?
- How will you know you have achieved your goal?

### **Who can I turn to for help?**

PG and UG Site Directors, FD leads, and Site/Division Heads can be resources for supporting faculty. Faculty members may appeal an evaluation for reasons of inaccuracy, unprofessional language, unfair judgment/bias, or mitigating circumstances. Please discuss any concerns with your local education leaders, who may forward the concern to the Vice-Chair Education.

### **What resources are available to help support me to improve on the feedback and enhance my teaching?**

- Peer support and coaching
- Self-reflection
- Informal student feedback
- Mentorship
- Periodic reviews with Site/Division Head
- Faculty development workshops and programs
- Graduate studies programs