

## **Department of Computer Science Evaluation of Teaching**

To ensure a top quality education for all of our students, the Department of Computer Science continually assesses the teaching efforts of our instructors. Effective teaching requires a process of continuous improvement, including the following activities:

1. Monitoring the effectiveness of instruction and selecting areas of improvement as appropriate. Indicators include (but are not restricted to):
  - Written instructor reflections on peer or student evaluations;
  - Assessment of learning outcomes within a course;
  - Presentation/publication of research results, based on data from courses the instructor has taught.
2. Implementing best practices from peers, and/or creating innovative new practices. Indicators include (but are not restricted to):
  - Written instructor reflections on peer lectures and/or course materials and/or specific interventions. In your course;
  - Attendance at teaching development events, at the university level or at education conferences;
  - Presentation/publication of innovative teaching methods at the departmental or university level, or at education conferences;
  - Evidence of widespread adoption of the instructor's teaching methods or materials by other instructors;
  - Funded research on innovative teaching methods that are relevant to courses the instructor teaches.
3. Providing a demonstrably effective learning environment for students. Indicators include (but are not restricted to):
  - Positive peer evaluation of lectures;
  - Positive peer evaluation of course materials;
  - Positive student evaluation of courses;
  - Positive assessment results;
  - Positive student success rates (percentage of initially enrolled students earning above a D grade).

Evaluation of a faculty member's teaching is based on the following:

- evidence of continuous improvement, as indicated by at least one activity each year from items 1 or 2 documented in Digital Measures AND
- an assessment by the Department Chair of the current effectiveness of the learning environment based on available items in list 3.

Results from student evaluations will constitute no more than 50% of the weight of the overall teaching evaluation for any instructor.