

9 Ways to Evaluate Faculty Performance

To be considered one of the best universities out there, you need to make sure that you offer the best kind of education to your students. And that is only possible through the work of the teachers under your employ. Your [university brand](#) hinges on the performance of the faculty. That is why you must evaluate how they are doing in those terms. There are a lot of ways to get it done, from direct ones like looking at the grades of their students to subtle ones like checking the [social media](#) of their students.

Checking on the performance of your faculty staff will allow you to be aware of any underlying issues that can affect your [university ranking](#) positively or negatively. If you have any challenges on how to get started, here are ways you can evaluate your faculty's performance.

Feedback from Students

Getting feedback from students is a reliable way to evaluate the teachers under your employ. For one thing, they are the ones who get a first-hand experience on how they work as an instructor. You will need to plan out how to collect feedback from the students in an organized manner. You can either go for a survey and evaluation or even meet and have a discussion with the students. Through them, you will be able to find out about their teaching methods, their attitude during working hours, and how they interact with others. You can then evaluate whether your faculty is up to the set of standards that is expected of your university.

Self Assessment

This involves the teacher who is being evaluated, reflecting on how they are doing their job, and thinking of ways to improve themselves. This is usually done by having a person observe the faculty member in action, and then discussing it after. A more modern way of doing this is to record the teacher running a class and having them watch the recording so that they can see exactly how they work. Letting the teacher do a self-assessment gives them the opportunity to evaluate their own performance and take responsibility to improve on them.

Goal Setting

Everyone needs a goal! For you to have an effective way to evaluate your faculty, you need to set goals and standards that they can work towards. With a goal set in place, you will be able to see whether the teachers make the cut or not. Make use of a system such as metrics and scores so that you will have an organized method of doing the [analysis](#). When you are planning on what kinds of goals to set, keep in mind that they should be focused on high-quality education.

Knowledge about Subject

People who know exactly what they are talking about tend to make the best teachers. So when it comes to evaluating your faculty staff, one way to do that is to test their knowledge on the subject they teach. To do this, you will have to observe how the faculty member is in their classroom. It is quite easy to see when a teacher understands the topic they are discussing or not. Even students can notice whether a teacher is knowledgeable on the subject or not. A glaring proof of a teacher's knowledge on the subject is by checking the grades of their students. A teacher without adequate knowledge will reflect on the student outcomes.

Resourcefulness

Another way you can evaluate a teacher is based on how resourceful they are on the job. A good instructor will find ways to make their classes more engaging and exciting compared to most teachers who prefer to do it by-the-books. Having a resourceful faculty staff means that the quality of education your university provides will be very high and innovative.

Performance Portfolio

A performance portfolio is a file containing a collection of a faculty member's work outputs and [reports](#). Collecting multiple sources of information on the performance of the teachers will allow you to have an organized way of keeping track as well as evaluating how they are doing their job. Based on the portfolio's content, you can determine whether a teacher's methods are effective or if they need improvement.

Work Output

Seeing how fast teachers meet deadlines, and go through the school syllabus is one way for you to evaluate the teachers. Evaluate how productive and efficient your faculty is by assessing how well they are in getting work done.

Interactions with Students

To know you've got the right kind of teacher under your employ, you need to see how well they interact with the students. The way the faculty treats them will show how good of an employee they are for your university. To evaluate how the teachers are doing, in this case, you will have to observe how they are to the students both in and out of the classroom. Nowadays, both students and teachers often use social media to communicate with each other regarding school work. Seeing those interactions will help you with the evaluation of the teachers.

Interpersonal Skills

Having interpersonal skills is one of the traits every good teacher has, not just a comprehensive knowledge of their subject. Interpersonal skills refer to a person's ability to relate and socialize with the people around them. Some examples of these skills include patience, teamwork, communication, and adaptability. Evaluating a teacher based on this is vital as they are the ones who tend to be the best asset in your faculty staff. So try to keep a [checklist](#) of desired traits and see which of your faculty members ticks every box.

Evaluating the teachers under your employ allows you to manage your university's operations. And if their evaluations show that they need improvement, then you can do something about it, to become one of the best universities out there. Because having the best teachers as a part of your faculty will help your university, in the long run, thanks to all the work they do.