## Departmental Process for Developing and Evaluating Teaching Effectiveness at Colorado State University

	REFLECT & ASSESS I	IDENTIFY AND ALIGN	PLAN	ENGAGE & INTEGRATE	REFLECT & ASSESS II
Faculty	New to CSU Follow department Teaching Effectiveness Process to reflect on teaching and identify areas of strenth and growth. Reflect on teaching to identify areas of strength and growth focusing on feedback from the following: Department chair (annual review) Peers (recent classroom observation, Teaching Squares COPUS, etc.) students (course survey, student success data) self-reflection (TPI, Teaching Squares, etc.)	<ul> <li>Review Teaching Effectiveness Framework at a Glance. Begin Goal Setting.</li> <li>Choose a domain for growt</li> <li>Review the Teaching Effectiveness Framework to explore criteria for growth and the TILT website for professional learning opportunities</li> <li>Set a SMART goal for teaching:</li> <li>Specific Measurable Achievable Realistic/Relevant Time-Bound</li> </ul>	Choose measurement tool to demonstrate evidence of goal attainment.	<ol> <li>Participate in profession- al learning experiences aligned with your goal.</li> <li>Check the TILT webite for PD that aligns with your goal</li> <li>Observe a colleague or join a Teaching Square</li> <li>Subscribe to a journal or newsletter that addresses best teaching practices</li> <li>Connect with your MTI Coordinator or colleagues</li> <li>Redesign or develop a course</li> <li>Incorporate new or refine existing teaching practices</li> </ol>	Assemble data points or evidence related to the goal <ul> <li>Engage in self-reflection and determine progress. Consider:</li> <li>Should the goal be tried again? Why?</li> <li>What does the evidence tell me? Is this a pattern?</li> <li>Did I see benefitsto me? To students</li> <li>Did I choose the best tools for evaluation? If not, what does this mean for next year?</li> <li>How did I grow as an instructor?</li> </ul> Evidence demonstrates success <ul> <li>Evidence use is inconclusive and I want to try again</li> <li>Seek support from department, peers, and/or TILT and refine implementation for next time.</li> </ul> Seek support from determine next steps
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Chair/Department Head	Identify Teaching Effectiveness Process Chair and/or faculty committee: 1. Become familiar with the CSU Teaching Effectiveness Framework 2. Analyze departmental teaching and identify appropriate use of TEF 3. Develop a long-term deparmental goal related to the TEF 4. Share departmental goal and goal-setting process with faculty	<ul> <li>Review Faculty Goals.</li> <li>1. Determine if faculty teaching goals align with departmental goals and the TEF</li> <li>2. Provide feedback on teaching goals</li> <li>3. Review the Gramework to explore criteria for growth and the TILT website for professional learning opportunities</li> </ul>	Develop Action Plan Partner with college MTI Coordinator, TILT or others to plan professional development opportunities base on departmental and/or individual goals	<ol> <li>Support Faculty</li> <li>Provide opportunities for faculty to share teaching ideas with each other, in small groups or at depart- ment meetings.</li> <li>Check in with faculty seek- ing or needing support on teaching goal.</li> </ol>	<ol> <li>Evaluate and Reflect</li> <li>Meet with individual faculty for annual review.</li> <li>Reflect on individual and deparment strengths and needs for developing teaching effectiveness.</li> <li>Reflect on progress towards the long-term departmental Teaching Effectiveness goal.</li> </ol>