**School of Education Guidelines for Evaluating Teaching**

Indiana University policy requires that numerical ratings from student evaluations not be “the primary source of data for evaluating teaching” for annual reviews or for tenure and promotion decisions.[[1]](#footnote-2) IUB policy charges individual units with determining what evidence of teaching effectiveness will be incorporated into annual reviews and promotion and tenure decisions.[[2]](#footnote-3)

The School of Education has identified the following forms of evidence to be used in evaluating teaching for both annual reviews and promotion and tenure decisions[[3]](#footnote-4):

* Evidence from the instructor (e.g., philosophy of teaching, teaching goals, syllabi, instructional materials, reflections on efforts to evaluate and improve teaching, presentations and articles on one’s teaching)
* Evidence from others (e.g., colleague evaluations of student outcomes, observations by colleagues trained to evaluate teaching, invitations to share one’s teaching expertise)[[4]](#footnote-5)
* Evidence from students (e.g., formal end-of-course student evaluations, solicited and unsolicited feedback from students, course-related student products, evidence of student achievement, student-selected teaching awards)

Furthermore, the School of Education defines teaching as “all forms of university-level instructional activity on or off campus,” including:

* Preparation for and teaching of a variety of types of courses, seminars, and other academic learning experiences.
* Non-credit workshops and informal instructional activities involved in working with inservice teachers or community groups.
* Instructional activities conducted to develop competencies of practitioners that extend beyond the university campus, such as supervising student teachers, guiding field-based practice in counseling and school psychology, and the like.
* Course and program development, academic counseling, supervision of student research and service on graduate student program and research committees.
* Improvement of instructional techniques and techniques for evaluating student outcomes and the production of course materials, textbooks, and digital tools for learning (online videos, podcasts, webinars, e-newsletters, social networks, and online communities, etc.).
* Advising and mentoring undergraduate, graduate, and early career faculty
* Contributions to an academic community of scholars through the presentation of successful instructional innovations, insights, or experiences with teaching.
* Publications that disseminate scholarly discourse about teaching or otherwise communicate pedagogical strategies.

1. Indiana University Policy ACA-21, “Faculty and Librarian Annual Reviews,” <https://policies.iu.edu/policies/aca-21-faculty-librarian-annual-reviews/index.html> and ACA-38, “Faculty and Librarian Promotion,” <https://policies.iu.edu/policies/aca-38-faculty-librarian-promotion/index.html> [↑](#footnote-ref-2)
2. Indiana University Bloomington Policy BL-ACA-E12, “Teaching Evaluation Policy,” <https://vpfaa.indiana.edu/policies/bl-aca-e12-teaching-evaluation/index.html> and BL-ACA-E10, “Unit Criteria and Procedures for Tenure and Promotion,” <https://vpfaa.indiana.edu/policies/bl-aca-e10-promotion-tenure-criteria/index.html> [↑](#footnote-ref-3)
3. School of Education Policy “Annual Performance Review (22.22),” <https://education.indiana.edu/faculty/governance/policy-council/_docs/22.22R-Annual-Performance-Review.docx> and “IU Bloomington Promotion and Tenure Criteria for the School of Education (22.57)” <https://education.indiana.edu/faculty/governance/policy-council/_docs/22.57-IUB-SOE-Promotion-Tenure-Criteria.docx> [↑](#footnote-ref-4)
4. Guidelines for Peer Review of Teaching can be found at IUB’s Center for Innovating Teaching and Learning <https://citl.indiana.edu/teaching-resources/documenting-teaching/peer-review-teaching/index.html>. Classroom observations can be requested from Faculty Academy on Excellence in Teaching <https://facet.iu.edu/services/peer-review/index.html> [↑](#footnote-ref-5)