



Defining, Evaluating, & Supporting Teaching Excellence

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TEACHING EXCELLENCE at PURDUE UNIVERSITY

A Deliberate, Intentional Research Process

- 2019: Provost's Road Map & Teaching Academy
 - Charged with *"defining teaching excellence and creating a cultural shift such that it is understood, supported and valued across campus."*
- 2019: Road Map Advisory Committee
 - Marcos Fernandez (AG); Rachael Kenney (ED/SCI); Larry Nies (ENGR); Lindsey Payne (ENGR); David Rollock (HHS); Kris Bross (HONRS/CLA); Charlene Sullivan (KRAN); Kim Plake (PHARM); Greg Strimel (PPI); Dave Nelson (CIE); Shamila Janakiraman (Research Assistant/ED)
- 2019 to 2020: Defining, documenting, evaluating, and recognizing excellent teaching at a R1 institution (#IRB-2019-484), *Payne and Janakiraman*
 - Extensive literature review, external university websites
 - Qualitative analysis of Purdue landscape (faculty, staff, students, administration)
 - Email interviews, university documents, and digital artifacts (in-person interviews, observation notes from several listening sessions, and student reflections)
 - CIE's multidimensional scaling data

TEACHING EXCELLENCE at PURDUE UNIVERSITY

An excellent teacher demonstrates that they are an Enthusiast, Experimenter, Educator, Exemplar, and Explorer. Descriptors for each dimension are provided below, as well as recommended evaluation approaches for this multi-dimensional, developmental framework.

EXPLORER

- Contributes to undergraduate educational experience
- Creates scholarly contributions to teaching & learning
- Shares teaching effectiveness
- Engages in professional development
- Initiates educational development opportunities
- Applies knowledge to societal challenges

EXPERIMENTER

- instruction & pedagogy
- Implements innovative instructional methods to improve the process of learning, e.g., to enhance instruction via instructional strategies, activities, use of technology, applying learning theories, interdisciplinary collaborations, assessment & collaborative learning

EDUCATOR

- Communicates learning goals
- Sets realistic expectations
- Connects to real world
- Engages & challenges learners
- Promotes creativity, critical thinking & problem-solving
- Uses evidence-based instructional strategies
- Relates theory to practice
- Provides constructive feedback
- Open to feedback

ENTHUSIAST

- Subject matter expert
- Passionate about subject & student learning
- Enjoys teaching
- Inspires life-long learning
- Provides career guidance
- Engages in trans-/interdisciplinary collaborations

EXEMPLAR

- Caring
- Approachable
- Personable
- Empathetic
- Motivator
- Mentor (personal)
- Listener
- Trustworthy
- Accessible
- Respectful of diversity
- Humorous
- Empowers students
- Academic honesty
- Integrity

TEACHING PORTFOLIOS

PEER OBSERVATIONS

STUDENT RATINGS

ALUMNI FEEDBACK

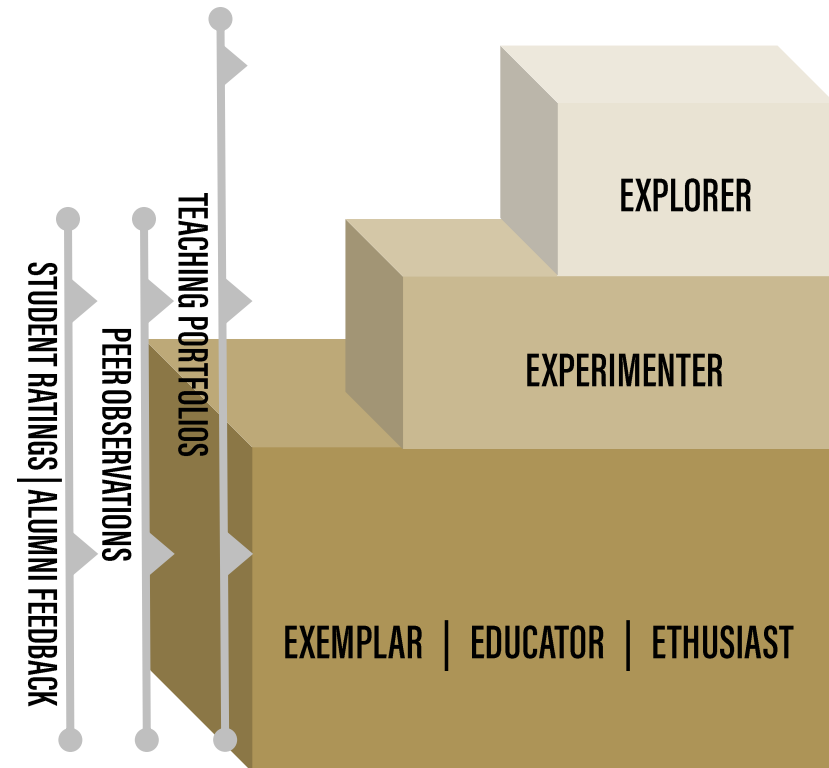
TEACHING EXCELLENCE at PURDUE UNIVERSITY

Defining Teaching Excellence

An excellent teacher demonstrates that they are an Exemplar, Educator, Enthusiast, Experimenter and Explorer. Descriptors for each dimension are provided below, as well as recommended evaluation approaches for this multi-dimensional, developmental framework.

FRAMEWORK FOR TEACHING EXCELLENCE

Five Elements & Evaluation Tools



EXPLORER

- Enhances undergraduate educational experience
- Creates scholarly contributions to teaching & learning
- Shares teaching effectiveness
- Engages in professional development
- Initiates educational development opportunities
- Applies knowledge to societal challenges

EXPERIMENTER

- Continuously improves course instruction & pedagogy
- Implements innovative instructional methods to improve the process of learning, e.g., to enhance instruction via instructional strategies, activities, use of technology, applying learning theories, interdisciplinary collaborations, assessment & collaborative learning
- Adapts to teaching emergencies

ENTHUSIAST

- Subject matter expert
- Passionate about subject & student learning
- Enjoys teaching
- Inspires life-long learning
- Provides career guidance
- Engages in trans-/interdisciplinary collaborations

EDUCATOR

- Communicates learning goals
- Sets realistic expectations
- Applies inclusive, equity-minded pedagogy
- Connects to real world
- Engages & challenges learners
- Promotes creativity, critical thinking & problem-solving
- Provides constructive feedback
- Uses evidence-based instructional strategies
- Relates theory to practice
- Open to feedback
- Critically examines own positionality

EXEMPLAR

- Caring
- Inclusive, equity-minded
- Approachable
- Personable
- Empathetic
- Motivator
- Mentor (personal)
- Listener
- Trustworthy
- Accessible
- Respectful of diversity
- Humorous
- Empowers students
- Academic honesty
- Integrity

TEACHING EXCELLENCE at PURDUE UNIVERSITY

Evaluating Teaching Excellence - Teaching Portfolio Framework

Center for Instructional Excellence, *underdevelopment*

- Summary of Teaching Impact
- Statement of Teaching Philosophy
- Diversity Statement
- List of Courses & Example Documents (*Syllabi, assignment handouts, and rubric*)
- Student Work
- Evaluations (*Student ratings, peer observations, alumni feedback*)
- Scholarly Activities Related to Teaching
- Reflection(s) on Teaching and Learning

EXEMPLAR

Student perceptions supporting the faculty as being *caring, personable, empathetic, trustworthy, a good listener, empowering, respectful of diversity, fostering academic honesty, etc.*

Quantitative – survey | Qualitatively – modified SGID | Narrative - Describing how they meet these criteria in classroom, through activities and assignments.

- *How do they create motivating learning environments?*
- *How do they foster and respect diversity in the classroom or through the selection of assignments and activities or readings?*
- *How do they mentor and examples of mentorship they have provided to students?*

TEACHING EXCELLENCE at PURDUE UNIVERSITY

Creating a Culture Shift

- Work in Progress
 - The Guide: Teaching Excellence at Purdue, including faculty profiles
 - Teaching Excellence Website
 - Example alignment programs and documents
 - *PPI Teacher Program, CIE Teaching Portfolio, Peer Observation Program*
 - Payne et al. *Defining, Documenting, Evaluating, And Recognizing Excellent Teaching at a R1 Institution* (in progress)
- Future Steps
 - Linked to campus-wide professional development
 - Endorsed by Faculty Senate, Board of Trustees
 - Aligned, integrated with Promotion & Tenure

TEACHING EXCELLENCE at PURDUE UNIVERSITY

Creating a Culture Shift

What are your thoughts on the Teaching Excellence Framework?

What are the resources you need to support your professional development in Teaching Excellence?

What would it take to create a cultural shift for Teaching Excellence at Purdue?