

Missouri S&T's Peer Evaluation of Teaching (PET) Program
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To enhance the quality of teaching and foster a collaborative learning environment, we initiated a Peer Evaluation of Teaching (PET) program at S&T in the summer of 2023. Recognizing the value of constructive feedback and shared best practices, this program was developed with faculty members to provide instructors an additional methodology to gain insights into their teaching techniques from their S&T peers. By encouraging open dialogue and mutual support among colleagues, the program aims to cultivate a culture of continuous improvement and innovation in teaching.

Jeff Jennings (CAFE) and I gathered 13 respected instructors from across campus to develop this new program. We sought a diverse membership, with faculty members from 10 departments across our three colleges and a balance of tenured and teaching-track faculty. All the observers held the rank of associate professor or associate teaching professor or higher and have been teaching at S&T for several years. Dr. Devin Burns served as the committee chair and was the chair of the Committee for Effective Teaching (CET) at the time.

The faculty committee spent FS23 choosing and modifying a rubric and observation procedures. The observers then paired up to perform test observations of each other. In SP24 semester, the committee adjusted the rubric and then each observed four faculty members (in pairs), bringing us to 33 observations of faculty from 18 different departments. In the future we should expect to be able to do 25-30 observations per semester. The peer observers receive a modest compensation for their work. The project was designed as a three-year pilot program.

The pair of peer observers meet with the instructor before and after the observation. The pre-meeting is to discuss the class, the instructor's goals, and any concerns. The post meeting discusses the observations and the write-up generated during the process. The time of the observation is known and selected by the teaching faculty member. The committee made further modifications to their procedure and instruments over the summer of 2024. The revised instrument is attached to this report. They are now beginning to schedule observations for Fall 2024.

Observed faculty were asked to provide feedback about the experience through an anonymous survey, only 16 responded. All items used a 1-7 scale anchored from Strongly Disagree (1) to Strongly Agree (7), and averages responses are shown below:

Item	Mean
Observers were respectful	6.93
Observation didn't disrupt class	6.93
Received useful suggestions for improving teaching	6.47
Importantly distinct feedback from SETs	6.53
Appreciated documentation of effectiveness	6.67
Would recommend to colleagues	6.73

Survey Responses from Faculty Who Were Observed

Open response feedback concerning the process included the following:

"I am really so grateful to the esteemed colleagues for their time devoted to guide us and enhance our teaching skills"

"Given the well-known limitations of student feedback, I am very happy that we will also receive feedback from our peers. I would hope that going forward, we will have the capacity to assess every instructor at the end of the semester (as opposed to once every few years)."

"I was impressed and happy to recommend my junior faculty to go through it!"