

Evaluation of Teaching: Self-Evaluation Techniques

Karron G. Lewis, Ph.D.
Center for Teaching Effectiveness
The University of Texas at Austin

Teaching is comprised of a set of basic skills which can be observed, practiced, and improved. These basic skills are:

1. Introducing the topic (set induction)
2. Questioning
3. Dealing with student answers
4. Stimulus variation
5. Use of the blackboard
6. Use of teaching aids and other equipment
7. Non-verbal cues
8. Reinforcement
9. Use of illustrations and examples
10. Exposition or lecturing
11. Encouraging group discussion
12. Explanation
13. Planned repetition
14. Teacher enthusiasm
15. Closure

Teaching employs the combining of these skills to develop a creative and efficient means through which knowledge can be transmitted to students. However, in order to critique and improve one's teaching it is more effective to break the teaching process down into individual skills. Each skill can then be focused on and practiced one at a time.

Teaching strengths and weaknesses can be analyzed subjectively or objectively.

Forms of Subjective Evaluation

1. Keep a log or journal record of things that seemed to work well in each day's class and those which did not.
2. Have an outside observer sit in on your class and write a written report of his/her impression of how the class went.

Forms of Objective Evaluation

(To be used by the instructor with audio- or video-tapes or by an outside observer or colleague sitting in on the class.)

1. Check lists - when a skill or technique which is listed on the form is observed, the observer checks it off.
 - a. "Checklist of Teaching Skills"*
 - b. "Lecture Feedback Form"*
 - b. "Teacher Evaluation Form"*
2. Observation forms - a single skill is observed and critiqued.
 - a. "Reinforcement"*
 - b. "Questioning Skills"*
3. Observation systems - a means by which classroom activities are coded and analyzed to provide feedback for the improvement of instruction. (These are frequently used by trained outside observers but there are many that you too can learn to use to critique your own teaching.)
 - a. "Cognitive Interaction Analysis System (CIAS)"

* Samples included in this handout. (The Center also has a file of additional evaluation instruments if you are interested in using something besides those in this handout. The CTE Staff is also available to assist you in the development of your own forms or guidelines if you have other skills or techniques you wish to critique.)