The Educator’s Portfolio

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Overview

• Portfolios
• Uses
  – Formative Evaluation
  – Summative Evaluation
• Contents
  – Philosophy, Activities, Summary
• Construction
Critical Action

Determine Your institution’s requirements
Teaching Portfolios

....purpose of a portfolio is to make significant chunks of what educators do available for peer review. Only when we have something to value, will we have something to evaluate...cannot value something that we cannot share, exchange, and examine.

Lee Shulman
Educator’s Portfolio

• **Useful**
  – Documentation
    • Evaluation by Chair
  – Assist in Development of Expertise
  – Assist in Promotion
    • Advisory Guidelines for Promotion and Tenure

• **Practical**

• **Sense of Satisfaction/Accomplishment**
Contents

• By activity

• By activity and location
  • National/Regional
  • Local
  • Institutional
Process
(Formative Evaluation)

• **Documentation**
  – Collection of Evidence
    1. Event
    2. Product
    3. Evaluation
  – Philosophy/Summary
Document for Promotion  
(Summary Evaluation)

• **Compilation of Document for Promotion**
• Concise
• Displays Growth of Expertise
• Displays Value of Accomplishments
• Future Goals and Endeavors
Is There a Need?

Problems in Faculty Evaluation

# 1 Evaluation of Teaching

Methods

Measures

Lack of Uniformity

process and criteria

Lack of Link to Promotion/Tenure

Jones, Froom 92
Is There a Problem?

• Sporadic Evaluations
  – No Evaluation
  – Non Objective Evaluation
  – Negative Evaluations Only

• Vague Criteria for P/T

• Teaching Time Consuming

Jones, Froom 92
Is There a Problem?

- Student Evaluations
  - Popularity
  - Entertainment Value
- Lack of Documented Peer Review
- Informal Teaching Not Documented
Is There a Problem?

“My own personal file has not a single evaluation of my educational efforts by students or house staff.”

Jones, Froom 92
Is There a Problem?

“It was only much later (actually four years later), when it was time to begin preparing my tenure/promotion application, that I was given a description of the criteria from the university.”

Jones, Froom 92
“Faculty evaluation in our institution ranges from thorough and constructive to inadequate and arbitrary, depending on the particular department and department chair involved.”

Jones, Froom 92
Value of Portfolios

• Control of process and product is placed in hands of faculty
• Faculty member quickly aware of problems.
• Time for restructuring
• Loss of “too little, too late” syndrome
Evaluation of Teaching Solution

142 Medical Schools Surveyed:

• Awards
• Peer Evaluation
• Learner Evaluation
• Teaching Portfolios

Beasley et al 97
Contents/Activities

• Teaching Awards/Honors
• Curriculum/Courses Designed/Coordinated
• Educational Committees
• Lectures
• Workshops/Seminars/Panels
• Service
Grand Plan

• Binder
  – Convenient
  – Fast

• On-Line Documentation
  – Enter Information (Access Data Base, Microsoft Front Page)
Grand Plan

• CD-ROM (example)
  – CV
  – Bibliography
  – Contents of Educator’s Portfolio
  – Supporting Documentation
Contents
Activities

• **Formative Evaluation**
  – Activity
  – Involvement
  – Time
  – Product
  – Worth
Contents/Activities

• Courses Taught/Curricula Developed
• Committees
• Teaching Materials
• Students Advised
• Clinical Supervision
Contents/Activities

- Supervision
- Mentoring/Advising
- Educational Courses Attended
Critical Action

Determine *Your* institutions requirements
Workshop

Construction of Activities
Formative Evaluation

Contents

- Activities
- Philosophy of Education
- Future Goals and Objectives
Demonstration of Expertise in Teaching

• Goals
• Preparation
• Methods
• Significant results

Workshop Philosophy of Education

WSU

• Content Expertise
• Instructional design
• Instructional delivery
• Course management
• Evidence of student learning
Workshop
Philosophy of Education

• Effective presentation of materials
• Reflection for improvement

Glassick Adapted for philosophy of education
Workshop

Philosophy of Education
Workshop Summary

Past and Future Worth to the Institution
Summary

• Value to the Institution
• Accomplishments
• Role You Played in Growth of Institution
Contents
Purpose

Summative Evaluation (Promotion/Tenure)

– Philosophy of Teaching
– Narrative Statement of Accomplishments
– Summary of Value of Accomplishments
– Examples of Work (teacher, students)
– Evaluation of Accomplishments
Educator’s Portfolio

• Documentation

• Peer Review

• Reflection and Growth
Educator’s Portfolio

Ultimate Value??
Value

“My chair just e-mailed me that I need to prepare my folder for the P/T committee. What should I put in it?”