

## Resources for Using and Interpreting the IDEA Evaluations of Teaching

IDEA (Individual Development and Educational Assessment) is the student-evaluation-of-teaching instrument supported by UNM Academic Affairs. UNM Information Technologies (IT) provides all UNM logistical support for distributing IDEA forms, scanning the student-completed surveys, the data-processing interface with the IDEA Center at Kansas State University, and distribution of reports to instructors. The Office of Support for Effective Teaching (OSET) consults with individual faculty and departments on how best to utilize IDEA reports. OSET does not participate in faculty evaluation for tenure or promotion but does advise on how to use the IDEA data to improve teaching and can, therefore, offer suggestions on how to use the data for P&T and other decisions. Faculty teaching fully-online courses may use IDEA Online; this process is administered through New Media and Extended Learning (NMEL).

Useful links (many of these resources are directly linked from the "IDEA at UNM" website):

For directions on implementing IDEA, selecting and filling out forms, and contact information for service providers, go to the "IDEA at UNM" website maintained by IT: <http://idea.unm.edu/>.

For an explanation of how IDEA differs from ICES, the previous evaluation instrument, go to: <http://www.unm.edu/~idea/ideavsices.pdf>.

For guidance to select your essential and important course objectives on the Faculty Information form, go to: [http://www.theideacenter.org/sites/default/files/SOME THOUGHTS ON SELECTING IDEA OBJECTIVES.pdf](http://www.theideacenter.org/sites/default/files/SOME%20THOUGHTS%20ON%20SELECTING%20IDEA%20OBJECTIVES.pdf).

For guidance to interpret your evaluation reports, go to: <http://www.theideacenter.org/category/helpful-resources/support-student-ratings-instruction/interpreting-reports>

For guidance on ways to facilitate learning of the 12 possible course objectives, consult the POD-IDEA Center Notes on Learning at: <http://www.theideacenter.org/node/65>.

For guidance on specific ways to employ different teaching methods that students evaluate on the Diagnostic ("long") Form, see POD-IDEA Center Notes on Instruction at: <http://www.theideacenter.org/node/64>.

For an explanation of how IDEA correlates teaching methods with learning objectives, go to: <http://www.theideacenter.org/sites/default/files/MethodsByObjective.pdf> and <http://www.theideacenter.org/sites/default/files/research4.pdf>.

For a research report on the validity of IDEA, go to: <http://www.theideacenter.org/sites/default/files/research2.pdf>.

For an explanation of how the adjusted ratings are calculated based on the IDEA extraneous variables, go to: <http://www.theideacenter.org/sites/default/files/research6.pdf>.

For guidance on how to use IDEA reports for personnel decisions (e.g., annual, mid-probationary, tenure, promotion, and post-tenure review), go to: [http://www.theideacenter.org/sites/default/files/Administrative DecisionMaking.pdf](http://www.theideacenter.org/sites/default/files/Administrative%20DecisionMaking.pdf).

### Beyond IDEA

When using IDEA summatively (for making performance, tenure, promotion decisions) rather than formatively (obtaining feedback for improving teaching) it is worthwhile to consider that while research on student evaluations of teaching do show that they are valid measures of teaching, they do not represent all dimensions of the teaching effort. Researchers suggest that student surveys should not represent more than 30-50% of an overall evaluation of teaching. Peer reviews of teaching and reflective teaching portfolios are other evaluation ingredients and are sometimes linked together; these devices add the peer-instructor viewpoint and the instructor's own responses to feedback and experience to the students' perspectives. Effective peer review should involve more than a random visit to a classroom. OSET offers a web page of resources regarding peer review (<http://oSET.unm.edu/Peer%20Review%20of%20Teaching.html>) and is able to suggest resources for constructing teaching portfolios.