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| **Tier One**  **Self-Evaluation** | **Tier Two**  **Department Peer Review** | **Tier Three**  **Outside Dept. Mentoring** | **Tier Four**  **Comprehensive Semester Review** |
| **Description**: Self-Evaluation of a particular course in a given semester.  **Methods**: Video of teaching, student survey (especially mid-semester), written reflection, assessment against development plan, attempted improvements based on previous feedback (student ratings of instruction, tenure and promotion committee, departmental feedback, etc.), assessment against written teaching philosophy, etc.  **Outcomes**: printed report, traditional or electronic teaching portfolio.  **Evidence of completion:** Written statement from chair that review of materials meets department standards for self-evaluation.  **Timeframe**: Any time to begin process, at least one semester in duration. | **Description**: Involves a department colleague who has attended CTELT peer review training.  **Methods**: Review of course materials not limited to the following: Course syllabus, appropriateness of assignments and assessment, technical innovation, varying instructional techniques, faculty self-evaluation report from Tier One.  **Outcomes**: Written report created by peer reviewer (based on provided template). Faculty may opt to provide this report for tenure and promotion committees.  **Evidence of completion**: Written statement by chair  **Timeframe**: Anytime after Tier One to begin process, at least one semester in duration. | **Description**: Consultation with the Teaching Excellence Coordinator at CTELT (or equivalent senior mentoring faculty outside the department mutually approved by chair and faculty member).  **Methods**: Issues/methods not limited to the following: classroom visitation, individual needs such as stress, appropriate pedagogical style, organization, use of media, Kelly Center consultation, reports from previous tiers.  **Outcomes**: One-page report with suggestions for becoming a more effective teacher. Faculty may opt to provide this report for tenure and promotion committees.  **Evidence of completion**: Written statement by chair.  **Timeframe:** At least one semester for review. Begin anytime after Tier Two. One additional semester to allow for professional enhancement / improved teaching effectiveness before Tier Four. | **Description**: Multiple visits with three faculty members trained in peer review (by CTELT). One from department, two from dean of college as approved by faculty. Equivalent to membership in a standing committee.  **Methods**: From eight to twelve classroom visitations/observations (including online courses) during the semester. Tier One, Two, and Three reports will be reviewed by the three-faculty review committee.  **Outcomes**: Written report from review committee with suggestions for improvement. Faculty may opt to provide this report for tenure and promotion committees.  **Evidence of completion**: Written statement by chair.  **Timeframe:** One semester for review. Report to be completed by mid-term of next semester. One semester to implement change before beginning with Tier One again (at faculty discretion). |

Self and Peer Review Process Chart