

Using SRTI Results to Inform Merit, Promotion, and Tenure Decisions

- ❑ Student ratings of instruction are only one piece of any evaluation of teaching performance. Supplement SRTI results with other sources of information about teaching (e.g., peer review of materials, classroom observation, teaching portfolios).
- ❑ Focus on results for *global items* (items 10-12), which are the items best suited for informing summative evaluations of teaching performance.
- ❑ When reviewing an instructor report, determine if the sample of students who responded to the survey is reliable and representative of all students enrolled in the class (for instructions, see the document *SRTI and Performance Appraisal - A Guide for Using SRTI Results to Inform Merit, Promotion, and Tenure Decisions*.)
- ❑ Review historical normative data to provide a context for interpreting individual SRTI results, but do not use norm group results as a line of demarcation between “failing” and “passing” performance. Normative data is available on the instructor’s *Individual Section Report* and in the *Summary Statistics for SRTI Global Items Report*.
- ❑ Do not over-interpret small differences in mean scores or use them to rank or compare the performance of individual instructors. Course evaluation data instruments are most useful in identifying the instructors at the extremes; they are not sensitive enough to make much finer distinctions.

More information on these summary points, as well as the campus SRTI norms by class size, are available on the OAPA website at: <http://www.umass.edu/oapa/srti>