

An Investigation into Effective Strategies for Faculty Evaluation and Development in Educational Institutions

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Abstract

This research paper is based on developing effective strategies for faculty improvement in higher educational institutions. This research paper talks about enhancing the skills for teaching and using online platforms to help students learn deeply and improve their capabilities to understand more about the subjects they are focused on. This research paper also talks about improving the skills and knowledge of teachers so that they would be able to provide education through digital tools. It tells about dividing the units into smaller groups so that students can learn effectively and deeply and combining online and offline learning, which would be beneficial. By applying these, students could learn more effectively because blended learning improves engagement toward the understanding of the subject, and it is easy for the teachers to see how the students or learners are doing. It also shows that students are more comfortable and effective towards online learning, as students are more interactive, able to learn new things and deeply understand things of education, and are comfortable learning from home.

Keywords: Online Learning, Digital Tools, Intelligent tutoring systems, machine learning, higher education.

Introduction

This research paper is based on investigating “effective strategies” for developing faculty in higher “education” institutions. The process is based on enhancing the teaching techniques and methods, ensuring improved and consistent performance of students. The development program for faculty is to “prepare” tutors or teachers with the latest teaching methods. Portfolios, performance assessments, group projects, peer assessments, problem-based learning, authentic assessments, and formative assessments are all effective analysing strategies that can be “implemented” in higher studies or education to ensure apprentices or learners are genuinely “mastering” the material. Improvement of faculty would also use AI in education, as AI is on the rise and is getting a lot of attention through AI. Online teaching strategies cover many learners who cannot come and can learn from their homes and acquire knowledge.

The strategies would also help the teacher understand how to use the app from, where they will start their classes to teach from home and provide education to the learners. Online teaching also includes providing tools to the teachers so that they can teach through digital screens and show images and pictures through which students can learn deeply and effectively.

Literature review

This research paper is based on online teaching strategies to improve student skills far more than traditional teaching styles. This research paper plans to increase or enhance the student's skills.

Working with teaching assistants & gaining online support from them

Online teaching is far more excellent than traditional teaching styles in the technical world ¹. In the online era, most faculty of many universities are teaching online teaching techniques due to insufficient support to operate online education. Teaching assistants, in particular, support some people. Various faculty should cooperate with educator before the start of the class to ensure, and understand the “framework” and objective ability of activities of “each” type.

In this case, some universities compile and mandate teaching techniques to improve the student's skills. They prepared the student for higher performance and met the student's expectations. This study technique also continues in the future because prospective students, they are not kill time studying in the traditional teaching style; they can efficiently service online or digitally without wasting time.

Dividing the contents of teaching into “smaller” units

To improve the study of the learner, the faculty should understand the problem and phenomena of teaching in larger units ². It has been observed that to resolve the issue in “online teaching,” the faculty should form a strategy and divide it into two phases. The phase of self-education offline and online teaching “phase”, Students in the phase of offline learning must read and learn the specific course “literature” and papers to be submitted based on the readings of core “materials” before starting the session of “class”.

Feedback must be provided to the tasks of students and have knowledge “learning cognitive” level of students. By following this way, “faculty” can adjust the teaching content before the class. The discussion section should be used by faculty in online education for apprentices “exchange” their understanding build on “reading”. This way, fresher’s would not learn only fragmented, ambiguous, and surface knowledge. Instead, the students would experience “deep learning” and understanding in between the “discussion”.

Strengthening students' active learning ability outside of class

Compared to the “traditional” classroom lecture that is controlled by the online teaching ability. In the time standard class, the students “skipped the classes”, and teachers did not recognise the students who were not in the classroom. But in the digital teaching era, teachers will easily be remembered who will come or not. The progress of online learning and teaching effectively largely depends on outside classes. Improvement of faculty would also use AI in education, as AI is on the rise and is getting a lot of attention through AI ³. The process is based on enhancing the teaching techniques and methods ensuring improved and consistent performance of students.

Online teaching was always best for increasing new and developing the student's skills. Faculty or the university must use many methods to enhance apprentice reading requirements and homework to active learning outside class ⁴. To resolve the problem of “online teaching” the faculty should form a strategy and divide it into two phases. Online teaching strategies cover many learners who cannot come and can learn from their homes and acquire knowledge.

Combining offline self-learning and online learning “effectively.”

Combining different “modes” of learning shows the weaknesses and strengths of individuals, selecting the most and most convenient methods for developing skills. Choice in learning increases because of having more variety. This improves motivation and interest in the students. Combining of studies, also known as “B-

¹Onlinelibrary.wiley.com, 2019. COVID-19 and online teaching in higher education: A case study of Peking University [Online] available at <https://onlinelibrary.wiley.com/doi/epdf/10.1002/hbe2.191>

²Todd RW. Teachers' perceptions of the shift from the classroom to online teaching. *International Journal of TESOL Studies*. 2020 Jun 1;2(2):4-16.

³Ouyang F, Zheng L, Jiao P. Artificial intelligence in online higher education: A systematic review of empirical research from 2011 to 2020. *Education and Information Technologies*. 2022 Jul;27(6):7893-925.

⁴Mandasari B, Aminatun D. IMPROVING STUDENTS'SPEAKING PERFORMANCE THROUGH VLOG. *English Education: Journal of English Teaching and Research*. 2020 Oct 29;5(2):136-42.

Learning” is a combination of online and offline instruction where students cooperate and interact with the instructor, students, and material through both online platforms and physical classrooms. Combining the two enhances flexibility, improves retention of knowledge, and greater “engagement” with materials of learning. Combining both online and offline learning, the term comes as “blended learning”, combining “digital tools with more “traditional classroom” face-to-face teaching. This encourages and empowers the students by improving their capacity to “communicate”. It saves money and time by using online resources and tools that are affordable and accessible, as well as enhancing the learning skill with offline methods that are relevant and more effective to the skills.

Methodology

The study must proceed and be conducted using “secondary qualitative and quantitative methods”⁵. Thematic analysis has been used to evaluate the effect of strategies and methods to enhance or develop faculty teaching skills in educational institutions. Various charts and graphs have been used to provide supportive documents for the research.

The study will be reviewed based on a literature review in the research paper. In this paper, four methods have to be used based on “Effective Strategies for Faculty Evaluation”. With the help of the research paper, the exploratory interviews have individual reviews that are responsible for the teacher's primary purpose. After the assumption, process, evaluation, and methods will assess the degree of implementation of the system. The teacher evaluates the policies in the documentation to build the representative, including the students. The teachers and the faculty will be given motivation and the origin of tutor analyzing process. The development program for faculty is to “prepare” tutors or teachers with the latest teaching methods. Portfolios, performance assessments, group projects, peer assessments, problem-based learning, authentic assessments, and formative assessments are all effective analysing strategies that can also be applied in the research paper.

That should be visiting the research, the district, the college, and the school student and reviewing that documentation about school district personnel and teacher evaluation policies. The central administrator should understand the organisational and political origins of the stimulation for the particular tutor to evaluate the procedure. The process was based on enhancing the teaching techniques and methods, ensuring improved and consistent performance of students.

Proper evaluation of teachers affects the regular life of the students, schools, and “quality” of command and how tutor “perceive” the pattern of teaching in their profession. The methods for analysing faculty development strategies include formative evaluation, summative evolution, and “diagnostic evaluation”⁶. Faculty development would lead to developing professionals and staff in settings that “pertain” to educators. Professionals' development may include teacher training and is considered pre-service or before the start of the teaching. The training would enhance the teacher's knowledge to provide expertise and education to the students. Developing the teacher's skills according to the roles and background of their studies. Through practical strategies, the faculty can evaluate the teacher by taking in the factor of the teacher for analysing their skills and quality of teaching by taking daily records, student outputs assessments, and lesson plans.

Results

The secondary methods have been used to provide rationale and findings about improving or developing the teaching ability of faculty in educational institutes.

⁵Nartiningrum N, Nugroho A. English teachers’ perspectives on challenges, suggestions, and materials of online teaching amidst the global pandemic. *IJEE (Indonesian Journal of English Education)*. 2021 Jun 29;8(1):101-19.

⁶Nieto-Escamez FA, Roldán-Tapia MD. Gamification as online teaching strategy during COVID-19: A mini-review. *Frontiers in psychology*. 2021 May 21;12:648552

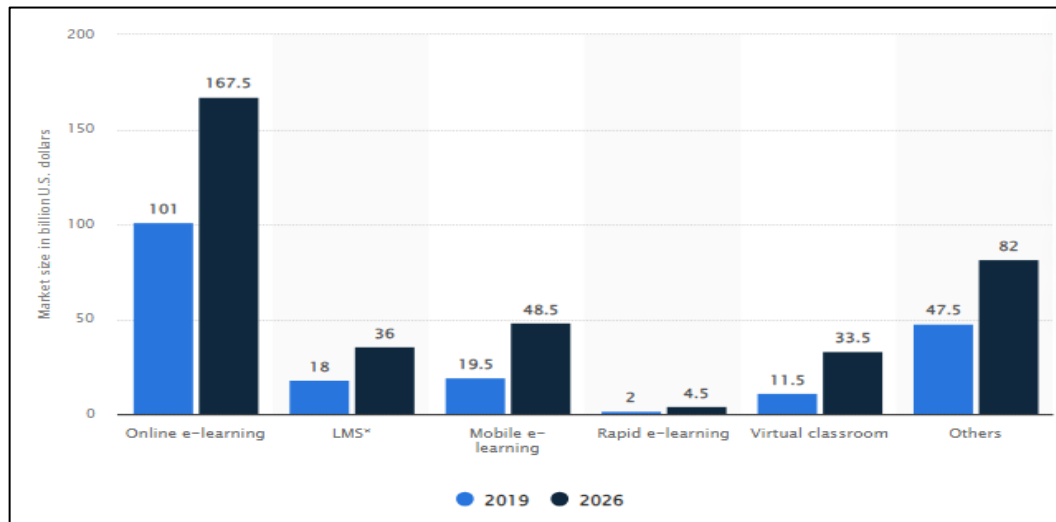


Figure 1: Uses of Digital Learning Tools from 2019 to 2026
(Source 1: Statista.com, 2022)

The use of digital tools has been increasing rapidly as from the chart, the market size is in billions, and the graph shows differences in usage of digital devices from 2019 to 2026 ⁷. Online e-learning in 2019 was 101 billion dollars and is estimated to reach 167.5 billion dollars in 2026 because the demand has been rapidly increasing for online platforms, including “LMS”, “mobile e-learning”, “rapid e-learning”, “virtual classroom”, and others. Others are in second place after online e-learning, 47.5 billion dollars; in 2026, it is estimated to be 82 billion dollars. This is happening because people are becoming more aware and interested in understanding online platforms.



Figure 2: Strengthening students' active learning ability
(Source 2: Teachonline.asu.edu, 2023.)

The graphs here show passive and active learning; The chart indicates that active learning is far more effective than passive learning⁸. However, in passive learning, 10 % and 20 % are remembered by the people who have already read and can only define and explain. Thirty to 50 % are recognized by the people what they see and hear in passive learning and are only able to demonstrate and apply.

⁷Statista.com, 2022. Size of the global e-learning market in 2019 and 2026, by segment [Online] available at <https://www.statista.com/statistics/1130331/e-learning-market-size-segment-worldwide/>

⁸Teachonline.asu.edu, 2023. Teach Online [Online] available at <https://teachonline.asu.edu/2013/03/how-does-active-learning-support-student-success/>

Active learning, on the other hand, helps in detailed learning People recall 70 % of what those people say and write and 90 % of what those people remember what they have done and can analyse, define, and evaluate. This way, active learning is far better than passive learning.

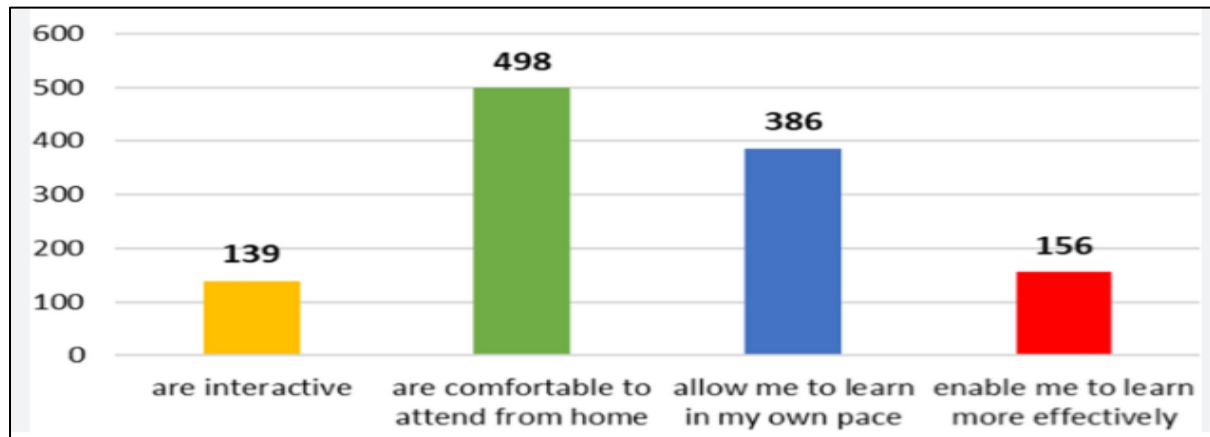


Figure 3: Online teaching is far more excellent than Studying in the classroom

(Source: springer.com, 2023)

This graph shows that students are more comfortable, and online studying is far superior and better than looking in the classroom⁹. 498 majorities of students are comfortable attending the class from home, 139 students are interactive from their home, and 386 percent of students say they can learn better at their place. One fifty-six (156) students can learn more effectively compared to studying in the classroom because students are more comfortable and fresher for learning from home as they don't have to go out and travel and are effectively focused on their studies.

Discussion

The research paper includes school improvement, development, individual school status, and personnel decisions. The online education “faculty” must use the discussion segment for apprentices to “exchange” their evaluation based on “reading”. Teachers' and faculty's performance are used for teacher improvement and personnel decisions. The faculty has their decision demand the highest reliability results to evaluate the methods used in the future. Instead, the students would experience “deep learning” and understanding during the “discussion”. The school district should hold tutor “accountable” to standards of exercise that “compel” them to make proper command decisions for their apprentice. It must “balance” the standardisation and centralisation needed for “personnel” decisions against responsiveness and the “flexibility” necessary to help tutor enhance their skills. They prepared the student for higher performance and met the student's expectations. This study technique also continues in the future. To resolve the problem of “online teaching”, the faculty should form a strategy and divide it into two phases.

Conclusion

In the research paper, the faculty concluded that the teacher has to evaluate the system to suit the educational goals and that it also relates to management style and conception of teaching. The faculty has to examine the teaching environment for students to come to take the class or not; another way they can take the course is via digital media or an online class. The strategies would also help the teacher understand how to use the app from where they will start their classes to teach from home and provide education to the learners. Online teaching also includes providing tools to the teachers so that they can teach through digital screens and show images and

⁹Springer.com, 2023. A Study on the Online-Offline and Blended Learning Methods [Online] available at <https://link.springer.com/article/10.1007/s40031-022-00766-y>

pictures through which students can learn deeply and effectively. Online teaching was always best for increasing new and developing the student's skills. Faculty or the university should use many methods to modify students' reading requirements. The study will be reviewed based on a literature review in the research paper. In this paper, four modes have to be used based on "Effective Strategies for Faculty Evaluation". This improves motivation and interest in the students. Combining studies, also known as "online" learning or "Digital learning".

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