

## *Breakthrough Solution #1:* **Measure Teaching Efficiency and Effectiveness and Publicly Recognize Extraordinary Teachers**

### **The Goal**

This reform is designed to improve the quality of teaching by providing legislators and governing boards with a simple tool to measure faculty teaching performance and to publicly recognize excellent teachers.

[Notes](#)

### **Carrying Out the Reform**

#### ***1. Gather the data and measure teaching efficiency and effectiveness.***

- a) Compile the following information for each teacher
  - i) Salary and benefit costs.
  - ii) Number of students taught in the last twelve months
  - iii) Average student satisfaction rating
  - iv) Average percentage of A's and B's awarded.
- b) Divide the total employment cost for each teacher by the number of students taught, and force rank from highest cost per student taught to lowest cost per student taught.
- c) Compare student satisfaction ratings and grade distributions.
- d) For high-cost faculty, collect and read all research articles published in the last twelve months.

#### ***2. Publicly post the student satisfaction ratings and number of students taught for each teacher in several prominent locations at their respective colleges.***

This will help students identify the best teachers and encourage all teachers to improve their effectiveness and efficiency.

## Possible Objections

### Notes

1. *Some may seek to substitute tenured faculty committees for rating faculty effectiveness or use such committees to adjust student satisfaction ratings.*

Research shows that student satisfaction ratings remain one of the best measures of teaching effectiveness, especially when coupled with student-teacher contracts that describe what students should expect to learn and limits on grade inflation.

2. *Some may seek to credit the “teacher of record” for teaching students, instead of the teaching assistant or part-time faculty member who is actually teaching students.*

The number of students taught should be credited to the person who spent the most time in a class with students.

3. *Some may seek to exclude teaching assistants and part-time faculty members from any comparison.*

All teachers should be included.

4. *Some research papers list as authors researchers who may have had only a passing involvement in the research.*

Credit should only be given to faculty members who did the bulk of the research.