

# **Literature Review of the University Teacher Evaluation System in China**

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## **The teacher evaluation**

- the valuable judgment activities of the actual or potential value of the teachers' work, which aim at promoting the professionalization and teaching efficiency of teachers.

## **The university teacher evaluation system**

- the general term system of formal and informal rules relating to the evaluation of teachers, what valuator and teachers should comply, in the university teacher evaluation process



The Value Orientation of ...

The Types of ...

The Principles of ...

The Methods of ...

The Process of ...

The Content of ...

The Valuators of ...

The Results of ...



# I . The Value Orientation of University Teacher Evaluation System

The Rewarding and Punishing  
Teacher Evaluation

teachers'  
quantitative  
indicators

The Developmental Teacher  
Evaluation

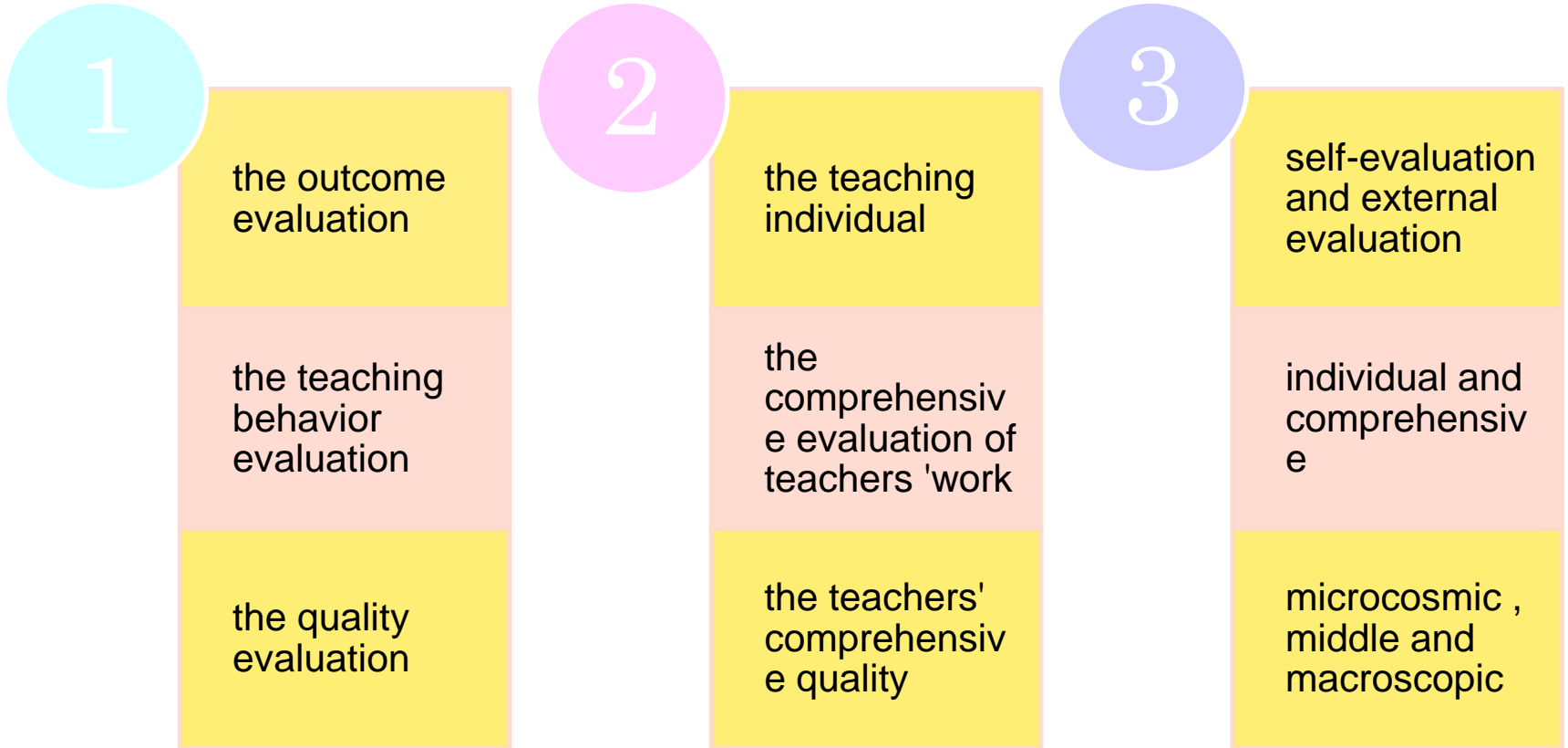
promoting  
professional  
ization and  
improving  
teaching

The Combination of the Two  
Teacher Evaluation

A is not  
perfect & B is  
not useless



## II. The Types of University Teacher Evaluation



### III. The Principles of University Teacher Evaluation

#### In the formulation of teacher evaluation system

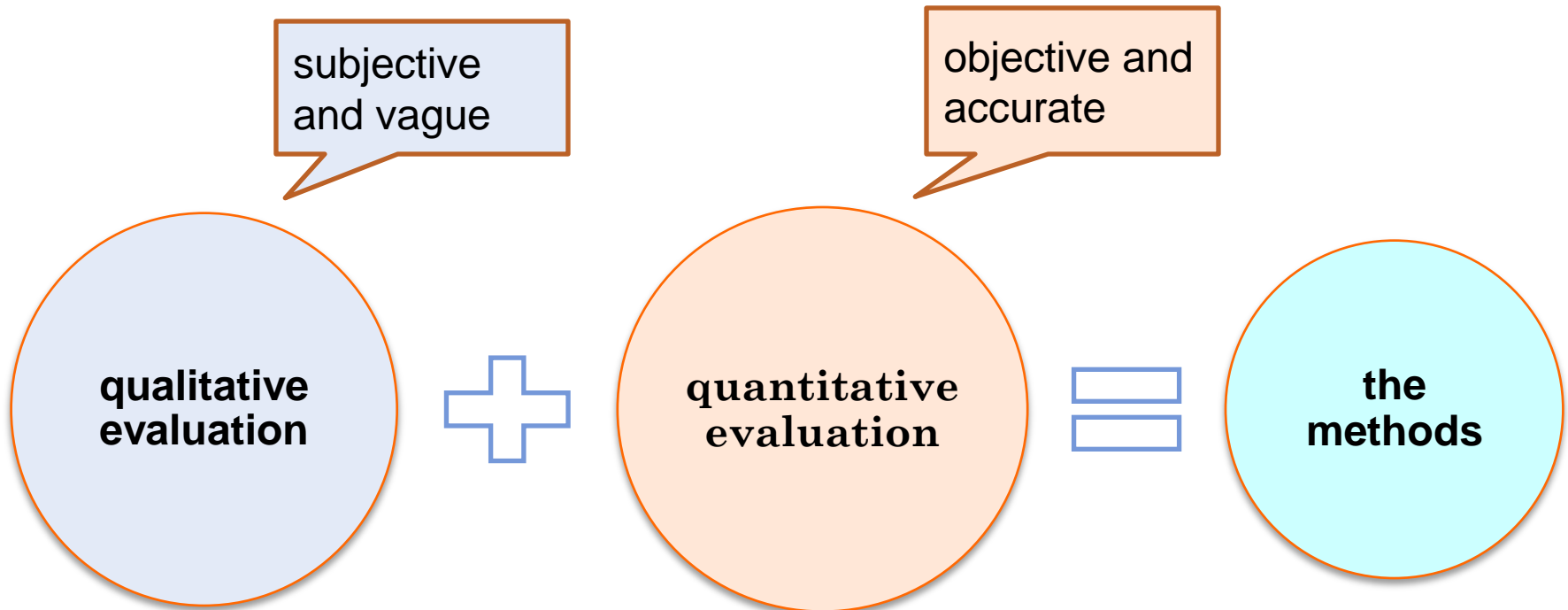
- information communicative, stimulant, objective, dynamic
- regular and institutionalized, feasible and practical, qualitative and quantitative

#### In the process of evaluation

- showing the evaluation criteria advance
- explaining purpose of evaluation
- reasonable and effective utilization of evaluation results



## IV. The Methods of University Teacher Evaluation



The teachers' performance is evaluated monthly, and the teachers' quality is evaluated at the year-end. Finally, the teachers' scores for the whole year are formed in accordance with a certain proportion.



# V. The Process of University Teacher Evaluation

to determine the goals, scope, stakeholders, progress and costs of the evaluation

**the preparation phase**

**the implementation phase**

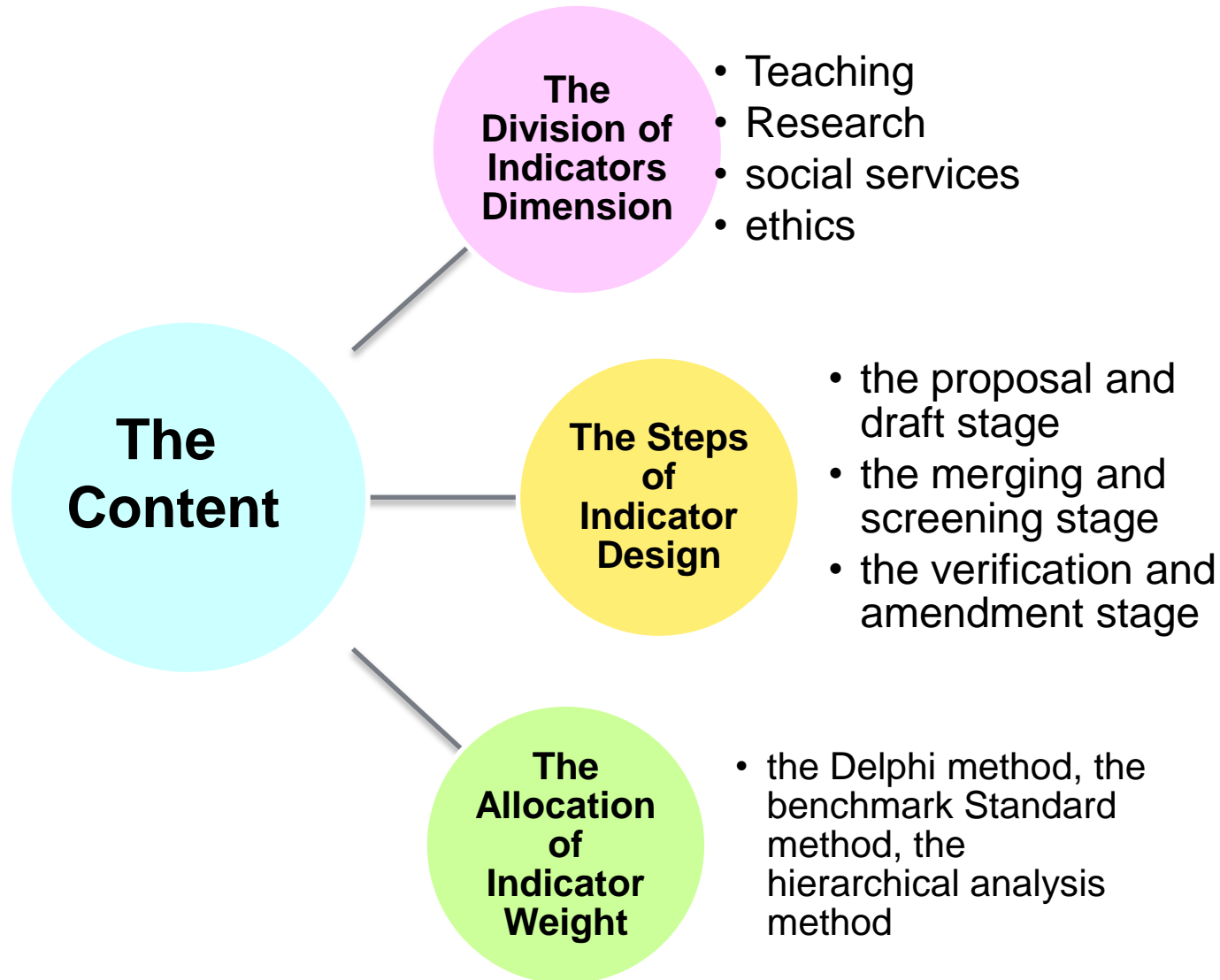
**the use of evaluation results phase**

to analysis evaluation results and write report





## VI . The Content of University Teacher Evaluation



## VII. The Valuers of University Teacher Evaluation

### The Component Members of Valuers

- 360-degree performance feedback method
- Managers, colleagues/experts, students, self

### The Valuator Diversity Staying on the Paper Only

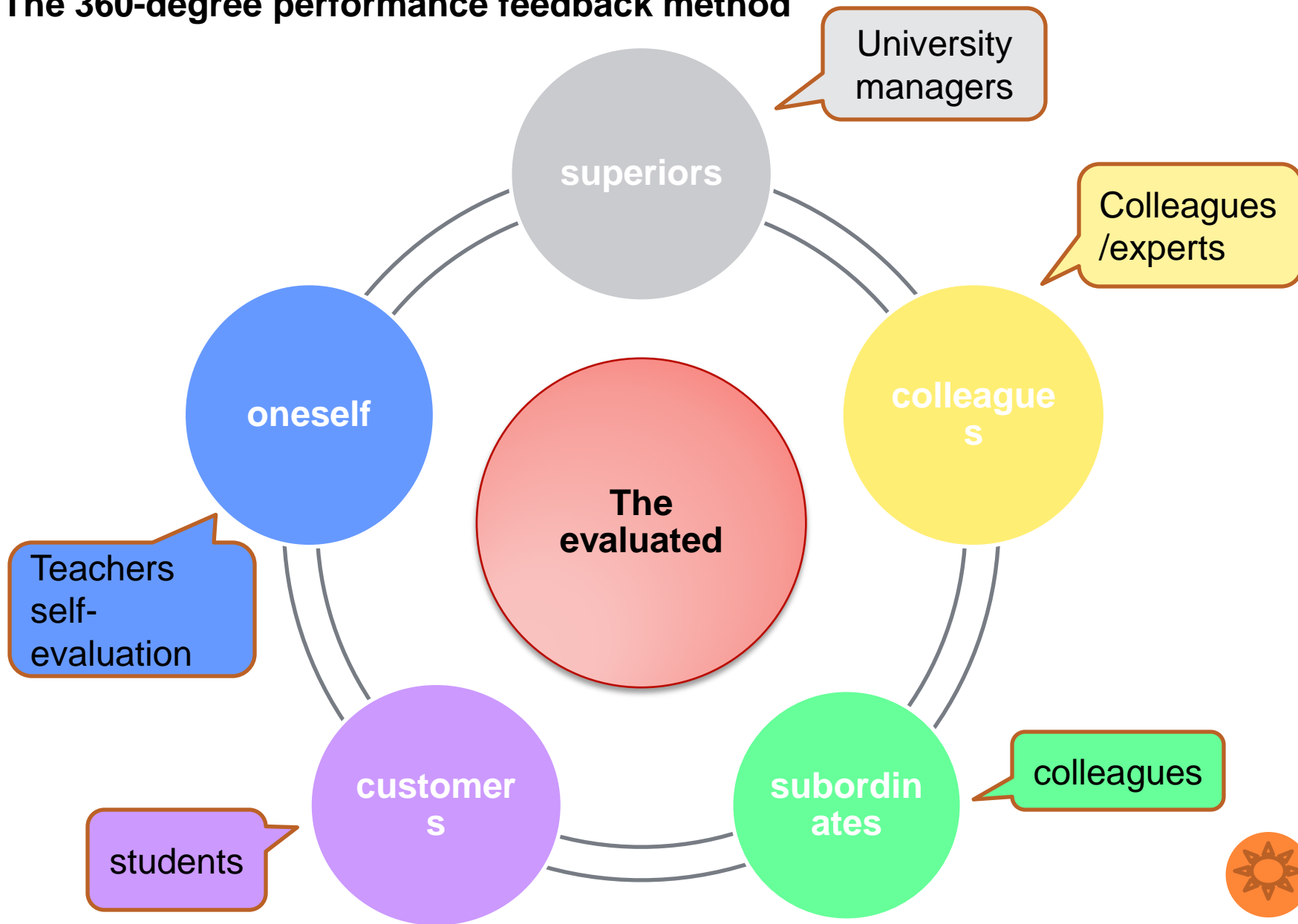
- the students' evaluation results of teachers' teaching and students' achievement as the main basis

### The Teachers' Place in the Evaluation Activities

- internal motivation is more effective than external power
- be a main part of the evaluation activities



# The 360-degree performance feedback method



## VIII. The Results of University Teacher Evaluation



*Thanks for  
your attention!*

