Implementing Peer Evaluation of Clinical Teaching

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Overview: Why is Peer Evaluation of Clinical Teaching Important?

Student clinical experiences

Feedback

Teaching Effectiveness
What should peer evaluation of clinical teaching look like?

• What has been learned by the pilot program?
• What are some peer evaluation practices successfully implemented at other schools of nursing?
• What are some components of effective clinical teaching that should be included in an evaluation?
• What resources are needed to implement and study the best ways to evaluate clinical teaching?
Methods

Three Data Points

• Interviews with Participants from Pilot Study
• Schools of Nursing Survey
• University Faculty Survey
Methods: What has been learned by the pilot program?

Faculty Interviews
• Pilot study participants
• Interview guide
• Six faculty interviews
Methods: What are some peer evaluation practices successfully implemented at other schools of nursing?

Schools of Nursing Survey
• Sent to 678 NLN schools of nursing
• Seven survey questions about peer evaluation of clinical teaching
• Response rate 11%
METHODS: What are some components of effective clinical teaching that should be included in an evaluation?

Nursing Faculty Survey

• Clinical Nursing Faculty Competence Inventory (CNFCI)
• List of 26 clinical instructor competencies and attributes
• Qualtrics survey sent to faculty
• Response rate of 78%
Methods: What resources are needed to implement and study the best ways to evaluate clinical teaching?

• Resources needed for implementation
• Data from surveys and interviews
• Recommendations
Findings

Pilot Study Interviews: What has been learned from the pilot study?

<table>
<thead>
<tr>
<th>Themes</th>
<th>Representative Responses</th>
<th>Number of Respondents</th>
<th>Percentage of Agreement</th>
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<tbody>
<tr>
<td>Qualifications</td>
<td>Course leader or faculty peer</td>
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<tr>
<td>Incentive</td>
<td>No monetary incentive. Part of faculty role. One faculty member did want monetary incentive</td>
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<td>83</td>
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<td>Training</td>
<td>In-service or faculty development training needed</td>
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<td>Strengths</td>
<td>Wonderful, helpful. Positive feedback reinforces teaching strategies</td>
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<td>Weakness</td>
<td>Nervous, anxiety producing. Terrible timing of evaluation</td>
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School of Nursing Survey: What are some peer evaluation practices successfully implemented at other schools of nursing?

<table>
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<th>Uses</th>
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<td>Coaching Faculty</td>
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<td>Salary Increases</td>
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<td>Contract Renewals</td>
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<td>Promotion and Tenure</td>
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<td>Faculty Assignments</td>
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<td>Teaching Awards</td>
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<td>20</td>
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<td>Selection</td>
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<td>Other (e.g. accreditation, academic course load)</td>
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<td>12</td>
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Faculty Survey: What are some components of effective clinical teaching that should be included in an evaluation?

- Demonstrates knowledge of pedagogy
- Demonstrates professional knowledge in 4 clinical specialty
- Provides clear, explicit instructions
- Gives constructive feedback for student's performance
- Demonstrates effective clinical judgments and skills
Conclusions

- Implement peer review of clinical teaching for all faculty as a formative process.
- Schedule peer evaluation observation on a realistic timeline.
- Develop an in-service to educate the faculty on the program.
- Identify appropriate faculty to act as reviewers.
Recommendations for Implementation

• Faculty and administrative support.
• Qualified reviewers
• Peer evaluation of clinical teaching tool
• Fiscal Resources
• Defined parameters for frequency of evaluation
Recommendations: Faculty and Administration Support

- Faculty “buy in”
- Use of student and faculty Evaluation
- Quality teaching in both classroom and clinical setting
- Formative or summative process
- Value to inform teaching practice
Recommendations: Qualified Reviewers

- Nurse
- Experienced educator
- Educational preparation
- Rank
- Specialty area
Recommendations: Tool

- Educator attributes
- Formative or Summative
- Rubric
- Process
Recommendations: Fiscal Resources

- Evaluator
- Time
- In-service training
Recommendations: Frequency of Evaluation

- New Employee
- Contract Renewal
- Promotion
- Tenure
References


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