

2019

THE TEACHER THROUGH THE EYES OF COLLEAGUES



SUMMARY OF THE SURVEY RESULTS

«TEACHER THROUGH THE EYES OF COLLEAGUES - 2019»

«The Teacher through the eyes of Colleagues» survey in 2019 was conducted in the system «Univer» from 17.03 to 17.04. 2019.

Since 2016, an updated methodology has been used to conduct the survey, aimed not only at analyzing the basic performance indicators of the teaching staff, including high-quality performance of educational, methodological and socio-educational work, participation in research and innovation activities, etc., but also allowing to assess the overall competence of university staff, their level of motivation, innovative potential departments.

The survey «Teacher through the eyes of colleagues»

Block 1
1. The quality of the work performed (accuracy, timeliness, literacy, fully performs any work assigned to him)
2. Has professional competencies that contribute to the implementation of the tasks set
3. Shows initiative and interested participation in educational and research activities, social life of the department, faculty and university
Block 2
4. Has business communications with colleagues and students, shows correctness, diplomacy and respect
5. He has loyalty, high erudition and a manner of behavior
6. Shows independence and initiative (finds a new way to solve problems, offers new ideas, etc.)
Block 3
7. Aimed at career, personal and professional growth
8. Shows personal interest in the ongoing changes at the university, there is an understanding of the content and necessity of these changes
9. Adheres to the principles of corporate culture and ethical standards of the university
10. Knows how to work in a team

The study uses a division into four levels of performance.

1. Higher than expected (4.6 - 5.0 points);
2. Expected (4.0 – 4.5 points);
3. Lower than expected (3.4 – 3.9 points)
4. Critical (less than 3.4 points).

The main results of the 2019 survey.

In general, at the end of 2019, **1289** teachers took part in the survey, who assessed the work of 2,682 of their colleagues (excluding internal part-time work).

The maximum score of «5» was recorded at 20.43% (548 teachers).

The work of 1612 teachers (60.10%) was highly appreciated - the range from 4.9 to 4.6 points.

The average score from 4.5 to 4.0 was scored by 427 teachers – 16.59%.

The critical result was recorded in the work ratings of 2.87% of teachers (peer assessment):

From 3.9 to 3.4 – 2.01% (54 teachers)

From 3.3 and below – 0.86% (23 teachers)

The work of 7.29% of teachers is poorly appreciated by the heads of the department:

From 3.9 to 3.4 – 4.96% (102 teachers);

From 3.3 below – 2.33% (48 teachers).

The overall result compared to last year is stable, with almost no changes.

Fig. 1

Ranking of teachers' average scores based on the results of the corporate project «Teacher through the eyes of colleagues»

