

Put your Best Teaching Forward: The Holistic Evaluation of Teaching

A holistic evaluation of teaching (HET) highlights an educator's commitment to teaching supported by feedback from multiple sources (i.e., students and faculty peers), consideration of outcomes (e.g., student learning), and reflection on growth and development as an educator.

HET was developed in response to decades of evidence showing the insufficiency of relying solely on student evaluations of teaching (SET) to assess teaching and determine advancement decisions. Key concerns with overreliance on SETs include the following: SETs are prone to bias, especially for faculty who come from historically marginalized groups and women, there is little to no relationship between positive SETs and improved student achievement, and expert guidance and reflection on teaching are key to improvement.

The Educational Evaluations, Center for Faculty Educators, Academy of Medical Educators, and the School of Medicine Academic Affairs jointly recommend that faculty use the HET approach when reflecting on their teaching practice, applying to the Academy of Medical Educators, or completing the **Teaching Contributions** section of their Curriculum Vitae in preparation for professional advancement.

Following is a HET framework for faculty members to describe their teaching accomplishments:

1. Summarize courses and sessions taught.
2. Describe your preparation for courses/sessions you have taught, including the use of best practices, professional development, and/or alignment with national, curriculum, and/or program goals.
3. Highlight methods used for instruction, effective teaching strategies, and rationale for pedagogical choices.
4. Detail teaching outcomes based on the following sources:
 - a) *Peer Feedback*: Teaching Observation Program (TOP), course director feedback, other
 - b) *Learner Feedback*: Student evaluations of teaching
 - c) *Learner Outcomes*: Learning and skills development, assessed outcomes
 - d) *Teaching Honors*: Awards, nominations, other recognitions
 - e) *Dissemination*: How your efforts have been recognized by others, internally at UCSF and/or externally, through peer review, presentations, published dissemination, implementation, or adoption by others

For more information, please contact [Arianne Teherani, PhD](#), Professor of Medicine, Director of Program Evaluation and Education Continuous Quality Improvement, and Education Scientist in the Center for Faculty Educators.

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