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Self Evaluation: Research



- ▶ Committees
- ▶ Reviewed Paperwork of the 3 colleges
- ▶ Agreed paperwork for the merged college

Self Evaluation: Planning

- ▶ Clear timetable for self evaluation
- ▶ Agreed Performance Indicators to be evaluated
- ▶ Clear purpose of the process and cycle of self evaluation

Self Evaluation: Action

- ▶ Implemented the self evaluation process using a variety of communication strategies
- ▶ Created action plans from self evaluation paperwork
- ▶ Improved systems based on feedback

Evaluation: Assumptions made

- ▶ Everyone had a common language - they didn't!
- ▶ Everyone valued self evaluation - they didn't!
- ▶ Everyone understood the purpose of self evaluation- they didn't
- ▶ A whole college approach and not a management led initiative
- ▶ Students were at the centre of the process

Research



- ▶ Listening to staff
- ▶ Changing paperwork to meet staff needs
- ▶ Ensuring paperwork cycle fits with academic year
- ▶ Engaging staff

Future Plans

- ▶ Engage more with staff
- ▶ Show staff the positive impact of self evaluation- win-win
- ▶ Future proof the paperwork