

TO: Mr. Kwanta

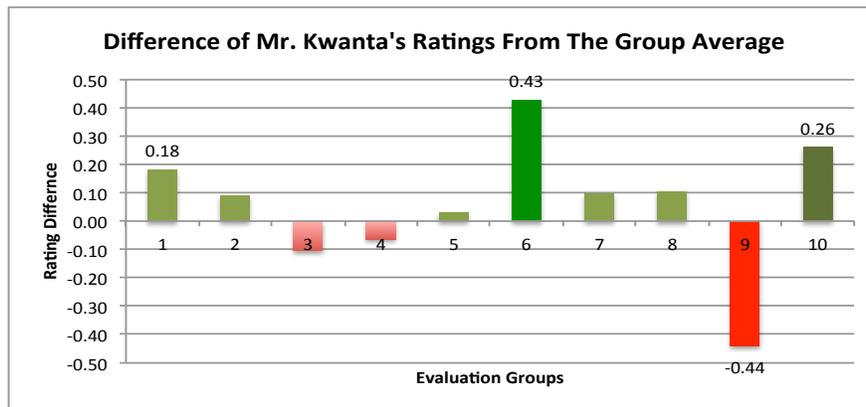
CC: Mr. Chayo

FROM: Dwayne Davis

DATE: August 14, 2015

SUBJECT: Areas of Strength and Growth Based on Mr. Kwanta's Evaluation

Using the data gathered from your 2015 class evaluation, a strength and area growth analysis was carried to highlight strengths and recommendations to address areas of improvement. The following chart shows the difference between your group rating averages and the overall rating averages for this year's group of professors.



Note: The horizontal line along 0.00 represents the average overall rating for each group.

Strengthens are represented by green bars. A green bar indicates a higher rating average than the overall group average. Conversely, the red bars represent areas of growth. A red bar indicates a rating that is lower than the overall average.

Your three strongest groups are:

- #6 - The instructor appeared well prepared for each class.
- #10 - I would recommend this course and instructor to another student.
- #1 - I had a clear understanding of what I was expected to learn.

Your strengths show great preparedness, your capacity to teach and ability promote a positive reputation of your class.

There are three areas of growth that require improvement and attention. These areas are:

- #3 - The instructor encouraged participation and questions from students.
- #4 - The instructor answered students' question in a thorough manner.
- #9 - I would recommend this course and instructor to another student.

Generally, student accessibility, students' class participation rate and providing adequate answers with depth are low.

### **Recommendations**

To improve in the three areas highlighted, I recommend that you focus on improving accessibility outside of class. One suggestion to do this is by posting office hours and set clear expectations for students who wish to visit. Additionally, when meetings are scheduled, you should ensure follow-through to meet with students. Additionally, incorporating discussion component in your lectures can to promote and increase student participation. Another other to increase class participation is to, cold call on students. Cold calling is to randomly call on students to answer questions or share ideas. This could then lead to further questions by other students and ultimately increase participation. Lastly, to increase your lack of answers with depth, you should work to provide more details and connections in your answers to students' questions.

I strongly believe that if these recommendations are implemented, the three areas of weakness highlight will improve and become areas of strength. Thereby improving your overall practice and evaluation.

Thank you,

Dowayne D. Davis