# TEACHER REPORT

> This semester is affected by a public health crisis. Colleagues are given the option not to submit this report for performance appraisal, MTAR, and P&T

| | |
|---|---|
| **Name of Teacher** | TAN HONG KIAT |
| **Module** | CS1231-Discrete Structures (TUTORIAL) |
| **Academic Year/Sem** | 2019/2020 - SEM 2 |
| **Department** | COMPUTER SCIENCE |
| **Faculty** | SCHOOL OF COMPUTING |

| Raters | Student |
|---|---|
| Responded | 18 |
| Invited | 26 |
| Response Ratio | 69% |

Note:

Class Size = Invited; Response Size = Responded; Response Rate = Response Ratio

## A. GUIDELINES FOR INTERPRETING THE REPORT

The teacher evaluation report is for developmental purposes and is meant to help identify strengths and areas for improvement. Please consider the following recommendations that will aid in interpreting the results:

1. Examine the report by taking note of patterns in order to consider how best to act on the feedback your students have taken the time to provide. Use the reflection section at the end to reflect upon how you might act on the feedback.

2. These evaluations stem from student perception and thus constitute one source of evidence among others as to the quality of your teaching. Any response to the feedback should be based on the most representative results rather than on outlying responses.

3. Upon getting a general sense as to what has gone well, and which areas may require attention and improvement, it is important to drill down to the related questions. These questions can help guide future action if feedback from students suggest areas for improvement.

4. Keep both the likert scale and written comments in mind while reading through the report. High scores (4+) suggest student consensus indicating a strength. On the other hand, low scores (2-) should be considered as an area that requires immediate developmental focus based on student feedback.

## B. NOMINATION FOR TEACHING AWARDS

| | Response Count |
|---|---|
| I would like to nominate TAN HONG KIAT for teaching awards | 11 |

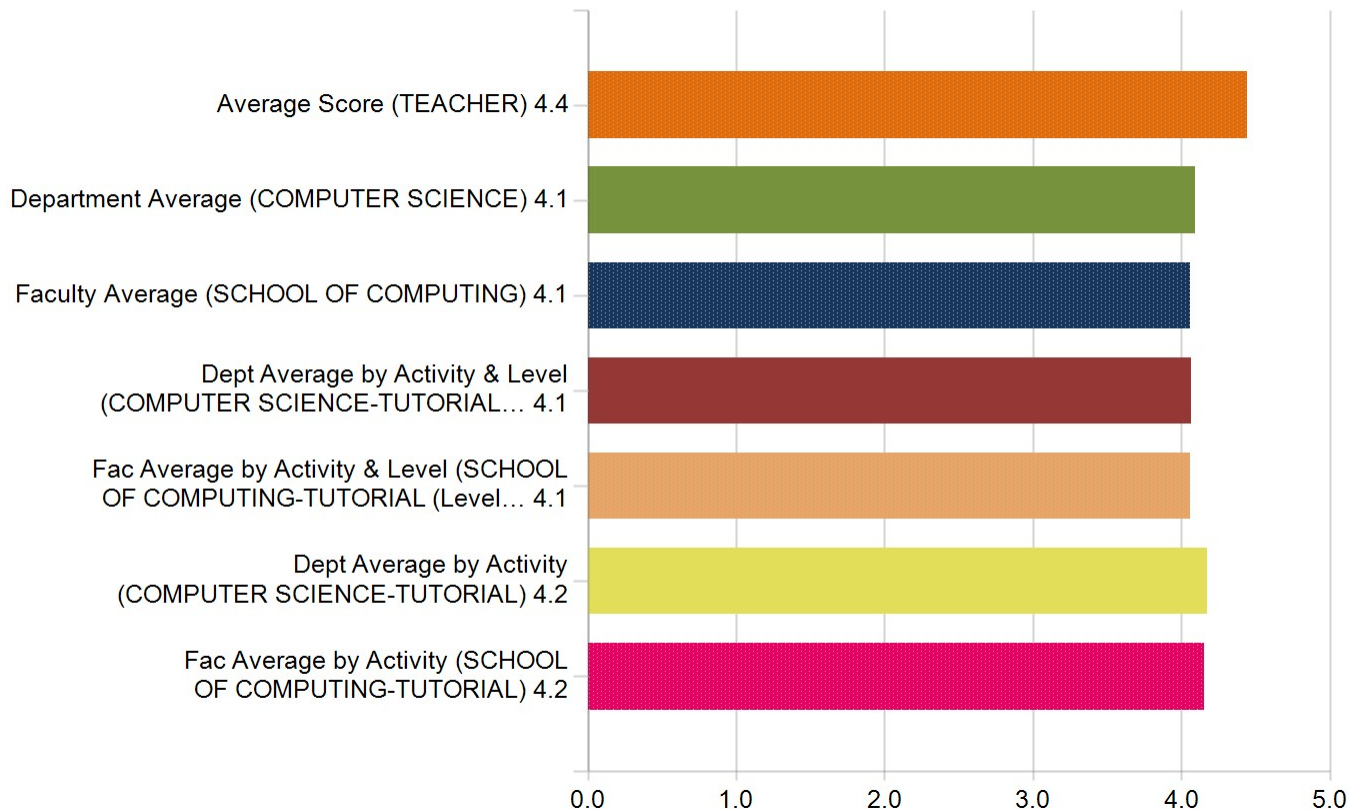| Comment |
|---|
| - Effective teacher that genuinely cares for his students. |
| - He is very dedicated and always offers to help us whenever we need help. |
| - Great work attitude and very effective in his teaching. Willing to go the extra mile for his students and even willing to help those not from his own tutorial group. |
| - Good at breaking down the material into understandable chunks |
| - Great tutor, with clear explanations that enhances students' thinking ability. |
| - dedicated and made the concepts clear and understandable. He always answer our questions with clear explanation. |
| - he puts in alot of effort in the tutorials by providing additional questions and is always wllling to stay back to answer questions and answers questions even on text |
| - He explains teh questions well and inspires students of ways to solve the problems. He is responsible and easy to approach for asking problems. |
| - He has tried to simplify what we have learnt to us, and most of the times he is active and dedicated for every Q&A's from tutorial group mates in WhatsApp group. |
| - Nil |
| - Helpful |

## C. STUDENT FEEDBACK SCORES

### (i) Rating Score

| Question | Average Score (TEACHER) | | Department Average (COMPUTER SCIENCE) | | Faculty Average (SCHOOL OF COMPUTING) | |
|---|---|---|---|---|---|---|
| | Mean | Standard Deviation | Mean | Standard Deviation | Mean | Standard Deviation |
| Overall, the teacher is effective. | 4.4 | 0.7 | 4.1 | 0.9 | 4.1 | 0.9 |

| Question | Average Score (TEACHER) | Dept Average by Activity & Level (COMPUTER SCIENCE-TUTORIAL (Level 1000)) | Fac Average by Activity & Level (SCHOOL OF COMPUTING-TUTORIAL (Level 1000)) | Dept Average by Activity (COMPUTER SCIENCE-TUTORIAL) | Fac Average by Activity (SCHOOL OF COMPUTING-TUTORIAL) |
|---|---|---|---|---|---|
| | Mean | Mean | Mean | Mean | Mean |
| Overall, the teacher is effective. | 4.4 | 4.1 | 4.1 | 4.2 | 4.2 |

## Overall, the teacher is effective

| Category | Score |
|---|---|
| Average Score (TEACHER) | 4.4 |
| Department Average (COMPUTER SCIENCE) | 4.1 |
| Faculty Average (SCHOOL OF COMPUTING) | 4.1 |
| Dept Average by Activity & Level (COMPUTER SCIENCE-TUTORIAL… | 4.1 |
| Fac Average by Activity & Level (SCHOOL OF COMPUTING-TUTORIAL (Level… | 4.1 |
| Dept Average by Activity (COMPUTER SCIENCE-TUTORIAL) | 4.2 |
| Fac Average by Activity (SCHOOL OF COMPUTING-TUTORIAL) | 4.2 |

| Question | Average Score (TEACHER) | | Department Average (COMPUTER SCIENCE) | | Faculty Average (SCHOOL OF COMPUTING) | |
|---|---|---|---|---|---|---|
| | Mean | Standard Deviation | Mean | Standard Deviation | Mean | Standard Deviation |
| The teacher has enhanced my thinking ability. | 4.4 | 0.7 | 4.1 | 0.9 | 4.1 | 0.9 |
| The teacher provided timely and useful feedback. | 4.6 | 0.6 | 4.1 | 0.9 | 4.0 | 0.9 |
| The teacher has increased my interest in the subject. | 4.2 | 0.9 | 4.0 | 1.0 | 4.0 | 1.0 |
| Average of Q1-Q3 | 4.4 | 0.7 | 4.1 | - | 4.0 | - |

| Question | Average Score (TEACHER) | Dept Average by Activity & Level (COMPUTER SCIENCE-TUTORIAL (Level 1000)) | Fac Average by Activity & Level (SCHOOL OF COMPUTING-TUTORIAL (Level 1000)) | Dept Average by Activity (COMPUTER SCIENCE-TUTORIAL) | Fac Average by Activity (SCHOOL OF COMPUTING-TUTORIAL) |
|---|---|---|---|---|---|
| | Mean | Mean | Mean | Mean | Mean |
| The teacher has enhanced my thinking ability. | 4.4 | 4.0 | 4.0 | 4.2 | 4.1 |
| The teacher provided timely and useful feedback. | 4.6 | 4.1 | 4.1 | 4.2 | 4.2 |
| The teacher has increased my interest in the subject. | 4.2 | 3.9 | 3.9 | 4.1 | 4.1 |
| Average of Q1-Q3 | 4.4 | 4.0 | 4.0 | 4.1 | 4.1 |

## Department Specific Questions

| Question | Average Score (TEACHER) | | Department Average (COMPUTER SCIENCE) | |
|---|---|---|---|---|
| | Mean | Standard Deviation | Mean | Standard Deviation |
| The teacher has enhanced my ability to communicate the subject material. | 4.4 | 0.8 | 4.0 | 0.9 |

| Question | Average Score (TEACHER) | | Department Average (COMPUTER SCIENCE) | |
|---|---|---|---|---|
| | Mean | Standard Deviation | Mean | Standard Deviation |
| The teacher's attitude and approach encouraged me to think and work in a creative and independent way. | 4.4 | 0.7 | 4.1 | 0.9 |

| Question | Average Score (TEACHER) | | Department Average (COMPUTER SCIENCE) | |
|---|---|---|---|---|
| | Mean | Standard Deviation | Mean | Standard Deviation |
| The teacher cares about student development and learning. | 4.6 | 0.6 | 4.1 | 0.9 |

## (ii) Distribution of Responses and Additional Statistics
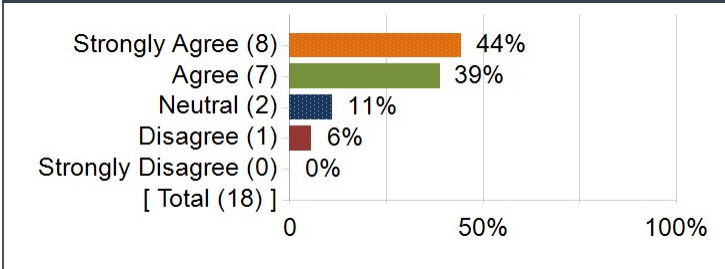
### 1. The teacher has enhanced my thinking ability.
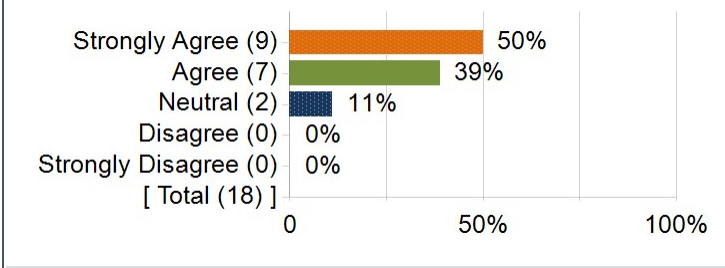
| | |
|---|---|
| Strongly Agree (9) | 50% |
| Agree (7) | 39% |
| Neutral (2) | 11% |
| Disagree (0) | 0% |
| Strongly Disagree (0) | 0% |
| [ Total (18) ] | |

| Statistics | Value |
|---|---|
| Response Count | 18 |
| Mean | 4.4 |
| Median | 4.5 |
| Mode | 5 |
| 80th Percentile | 5.0 |
| Standard Deviation | 0.7 |
| Positive Feedback | 89% |

### 2. The teacher provided timely and useful feedback.
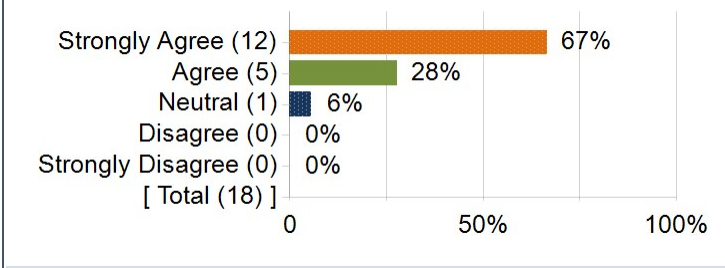
| | |
|---|---|
| Strongly Agree (12) | 67% |
| Agree (5) | 28% |
| Neutral (1) | 6% |
| Disagree (0) | 0% |
| Strongly Disagree (0) | 0% |
| [ Total (18) ] | |

| Statistics | Value |
|---|---|
| Response Count | 18 |
| Mean | 4.6 |
| Median | 5.0 |
| Mode | 5 |
| 80th Percentile | 5.0 |
| Standard Deviation | 0.6 |
| Positive Feedback | 94% |

### 3. The teacher has increased my interest in the subject.

| | |
|---|---|
| Strongly Agree (8) | 44% |
| Agree (7) | 39% |
| Neutral (2) | 11% |
| Disagree (1) | 6% |
| Strongly Disagree (0) | 0% |
| [ Total (18) ] | |

| Statistics | Value |
|---|---|
| Response Count | 18 |
| Mean | 4.2 |
| Median | 4.0 |
| Mode | 5 |
| 80th Percentile | 5.0 |
| Standard Deviation | 0.9 |
| Positive Feedback | 83% |

### 4. Overall, the teacher is effective.
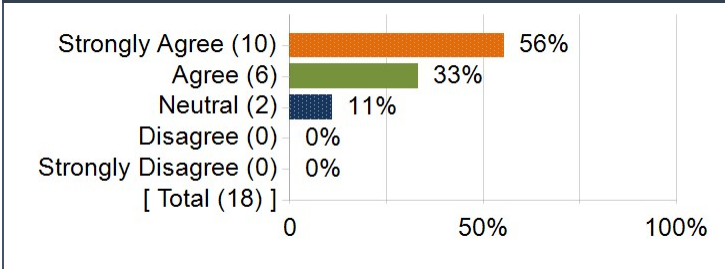
| | |
|---|---|
| Strongly Agree (10) | 56% |
| Agree (6) | 33% |
| Neutral (2) | 11% |
| Disagree (0) | 0% |
| Strongly Disagree (0) | 0% |
| [ Total (18) ] | |

| Statistics | Value |
|---|---|
| Response Count | 18 |
| Mean | 4.4 |
| Median | 5.0 |
| Mode | 5 |
| 80th Percentile | 5.0 |
| Standard Deviation | 0.7 |
| Positive Feedback | 89% |

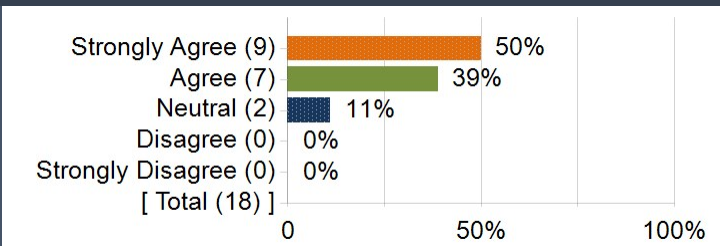**The teacher has enhanced my ability to communicate the subject material.**

The teacher has enhanced my ability to communicate the subject material.
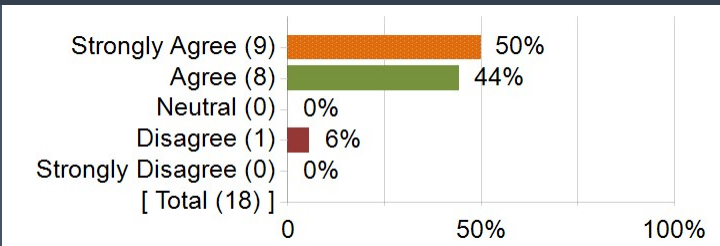
| | |
|---|---|
| Strongly Agree (9) | 50% |
| Agree (8) | 44% |
| Neutral (0) | 0% |
| Disagree (1) | 6% |
| Strongly Disagree (0) | 0% |
| [ Total (18) ] | |

| Statistics | Value |
|---|---|
| Response Count | 18 |
| Mean | 4.4 |
| Median | 4.5 |
| Mode | 5 |
| 80th Percentile | 5.0 |
| Standard Deviation | 0.8 |
| Positive Feedback | 94% |

**The teacher's attitude and approach encouraged me to think and work in a creative and independent way.**

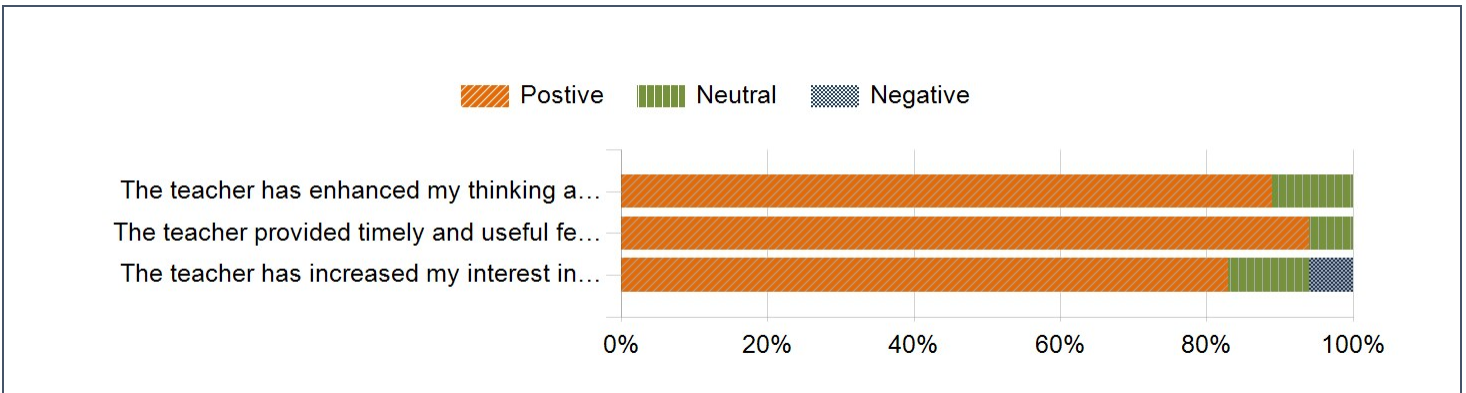The teacher's attitude and approach encouraged me to think and work in a creative and independent way.

| | |
|---|---|
| Strongly Agree (9) | 50% |
| Agree (7) | 39% |
| Neutral (2) | 11% |
| Disagree (0) | 0% |
| Strongly Disagree (0) | 0% |
| [ Total (18) ] | |

| Statistics | Value |
|---|---|
| Response Count | 18 |
| Mean | 4.4 |
| Median | 4.5 |
| Mode | 5 |
| 80th Percentile | 5.0 |
| Standard Deviation | 0.7 |
| Positive Feedback | 89% |

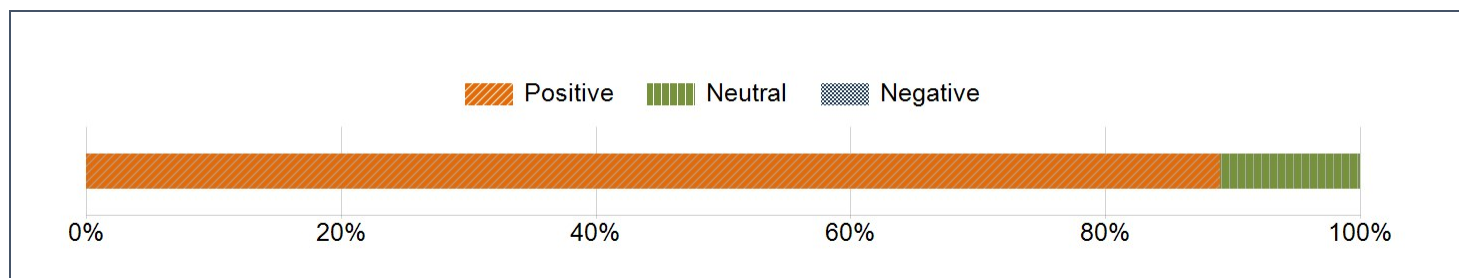**The teacher cares about student development and learning.**

| The teacher cares about student development and learning. |
|---|

Strongly Agree (11) — 61%
Agree (6) — 33%
Neutral (1) — 6%
Disagree (0) — 0%
Strongly Disagree (0) — 0%
[ Total (18) ]

(scale: 0 — 50% — 100%)

| Statistics | Value |
|---|---|
| Response Count | 18 |
| Mean | 4.6 |
| Median | 5.0 |
| Mode | 5 |
| 80th Percentile | 5.0 |
| Standard Deviation | 0.6 |
| Positive Feedback | 94% |
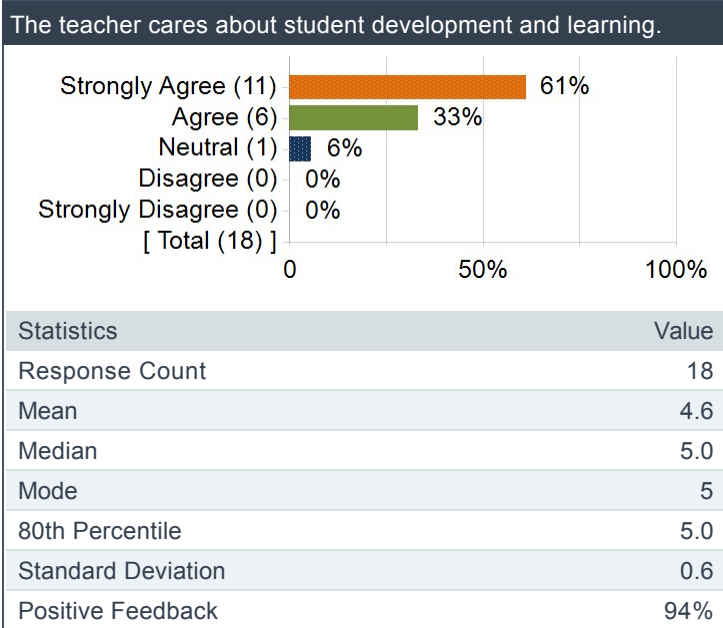
## (iii) Scale Distribution of Responses

Legend: Postive, Neutral, Negative

The teacher has enhanced my thinking a…
The teacher provided timely and useful fe…
The teacher has increased my interest in…

(scale: 0% — 20% — 40% — 60% — 80% — 100%)

**The teacher has enhanced my ability to communicate the subject material.**

Legend: Postive, Neutral, Negative

(scale: 0% — 20% — 40% — 60% — 80% — 100%)
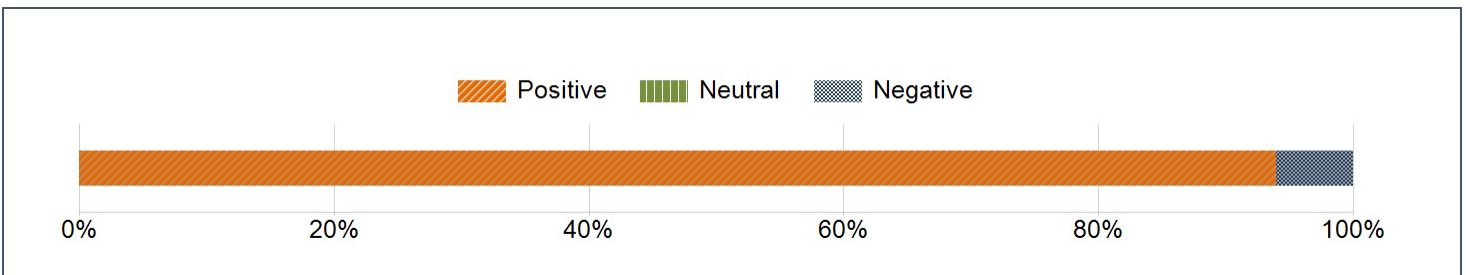
**The teacher's attitude and approach encouraged me to think and work in a creative and independent way.**



**The teacher cares about student development and learning.**



## (iv) Rating Scores vs. Gender

| Question | M | F | Overall |
|---|---|---|---|
| The teacher has enhanced my thinking ability. | 4.2 | 4.6 | 4.4 |
| The teacher provided timely and useful feedback. | 4.3 | 4.9 | 4.6 |
| The teacher has increased my interest in the subject. | 4.1 | 4.3 | 4.2 |

## D. STRENGTHS

### What are TAN HONG KIAT's strengths?

| Comments |
|---|
| Quite detailed in explaining the tutorial questions |
| very nice, approachable, and accessible. would answer any question regardless of how simple |
| He knows his field very well and explains it in a very easy to understand manner. |
| He is very detailed in his explanations and always ensures that we understand the concept before moving on. |
| Great personality, willing to take time out of his own study schedule for consultations to help clarify our doubts |
| Hong Kiat is very clear and approachable. His lessons as well as materials/notes helps in my learning a lot. |
| he puts in alot of effort in the tutorials by providing additional questions |
| He prepares his own slides to further enhance students' understanding of the concepts and his makes efforts to keep students engaged. He is also able to provide timely and useful feedbacks. |
| he knows what he's teaching very well |
| He is dedicated to summarize what we have learned in the lecture to power point slides. |
| Nil |

**E. AREAS FOR IMPROVEMENT**

**What improvements would you suggest to TAN HONG KIAT?**

| Comments |
| --- |
| N.A. |
| He sometimes spends too much time on 1 question. |
| Needs more confidence in himself |
| sometimes he can get abit confused about some solutions |
| Good job. Maybe could shorten a bit the tutorial duration. |
| talk slower pls |
| His pace of speaking and presenting is too fast and too Singaporean that I can't follow him sometimes, until I accidentally fell asleep in his tutorial class. |
| Nil |

# F. SELF-REFLECTION

1. When comparing these results to the previous year's results, what areas have shown improvement?

2. What areas remain to be improved and what are the necessary steps / actions to do so?

3. Are there colleagues who could potentially guide me?

4. Are there issues that require departmental or institutional support?