

National Taipei University of Education Teacher Evaluation Regulations

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Article 1 Taipei National University of Education (hereinafter referred to as the school) established the Regulations in accordance with Article 21 of the University Act, to enhance the honor of teachers and to improve teaching, research, counseling and service effectiveness.

Article 2 All full-time teachers in the school shall accept evaluation on teaching, research, counselling and services.

The three main items, i.e. teaching, research and counselling/services in Teacher Evaluation account for a total score of one hundred; each item has a flexible proportion and its evaluation details are as follows:

1. Teaching (35~45%)

- (1) Teaching planning and teaching material preparation.
- (2) Student-teacher teaching survey results.
- (3) Lectures, missing sessions or schedule change, session make-up and score delivery.
- (4) Licenses or certificates related to subjects/teaching methods.
- (5) Textbook publications related to the teacher's academic expertise or lecturing subjects.
- (6) Digital curriculum and materials certification.
- (7) Open lectures and sharing.
- (8) Leading or participating in teaching communities.
- (9) Serving as a mentor.
- (10) Teaching Awards (within the school or from governmental authorities, institutes, associations and a registered legal entity, etc.).
- (11) Other teaching outcome.

2. Research (30~40%)

- (1) Outcome of exhibitions/performances, artistic works.
- (2) Research papers of academic or teaching practices published in academic journals, professional journals or seminars.
- (3) The public release of the publication of academic, educational or teaching related books or chapters.
- (4) A technical report on teaching practices that are relevant to the granting of disciplines, teaching areas and helping students to improve their learning outcome; A technical report on teaching practice with distinguishing features

of the pedagogic model or innovative teaching strategies; a technical report on teaching practice regarding assessing students' effective learning outcomes in a multivariate manner.

- (5) The university lecturing specialized publications, primary and secondary school textbooks, teaching materials and teaching aids research and development technology reports (including audio and video files, manuals, etc.), teaching experimental outcomes reports, action research reports.
- (6) Patents from research and development results, technology transfer, technology contest awards, industry-university cooperative research performance, a technical report of industry-university cooperative research applications and derivative results.
- (7) Chairing, co-chairing, cooperative-chairing or participating in the implementation of academic research, industry-university cooperation, and school approved industry cooperation programs; teaching related program results reports with review mechanism (such as teaching excellence program, teacher training exquisite development feature plan, advancing teacher quality program, etc.).
- (8) Other research outcomes.

3. Counseling and services (25~35%)

- (1) Assistance to competent bodies in promoting adaptive learning and action learning related flipped classroom programs.
- (2) Chairing or participating in assisting the school to draft and implement governmental competitive programs with specific outcomes (such as teaching excellence program, teacher training exquisite feature development plan, advancing teacher quality program, etc.).
- (3) Participation in major governmental policy development.
- (4) Important positions in government agencies, academic institutions or academic organizations; academic service performance in academic journals editing, organizing academic meetings, etc.
- (5) Teaching practice courses in the College of Continuing Education or commissioned by the Ministry (Bureaus) of Education or government agencies.
- (6) Lectures on local education related seminars.
- (7) Promoting teaching practices matters commissioned by government agencies.
- (8) Awards from on- and off-campus competitions on behalf of the school or colleges.
- (9) Administrative services performance in school administrative duties, meeting attendance and cooperation in administrative work.
- (10) Promotional service performance in planning or assisting in on-/off-campus academic extension courses, force or activities.
- (11) Performance in as mentors or counselling teachers of Postgraduate Career Counseling Community.
- (12) Outcomes of Student Learning Coaching.
- (13) Excellent performance in coaching student internship.
- (14) Counseling students to obtain certification (from government or institutes).
- (15) Excellent performance in coaching independent studies.

- (16) Guiding postgraduate thesis.
- (17) Instructing students in the implementation of the undergraduate research projects.
- (18) Guiding students in contests and winning awards.
- (19) Performance in coaching student associations or participation in the student activities.
- (20) Counselling special needs students with specific deeds, such as gender equality education, character education, etc.
- (21) Other counselling or service outcomes.

Each college shall, in accordance with the above provisions, select the breakdown of the items mentioned in the preceding paragraph according to its characteristics and set the score ratio in the teacher evaluation criteria.

Article 3 The evaluation of teachers at all levels is as follows:

1. For teachers at all levels appointed before (and including on) Jul. 31st, 2007, an evaluation is carried out by each college every 5 years after the approval of the Regulations.
2. For lecturers and assistant professors appointed after (and including on) Aug. 1st, 2007, an evaluation is carried out within 3 years. professors and associate professors appointed after (and including on) Aug. 1st, 2007 are evaluated within 5 years by each college.
Once passed the evaluation, an evaluation is carried out by each college every three years for lecturers and assistant professors and every 5 years for professors and associate professors. The results are submitted to the University Evaluation Committee for future reference.
3. If a teacher adjuncts administrative posts at various levels, his or her administrative service time shall be added to the period of assessment up to 3 years.
4. The evaluation results are divided into 3 grades: pass, subject to reevaluation and fail:
 - (1) Pass: Meet the criteria set by the college evaluation standards or meet the requirements of the Regulations to be exempted from evaluation.
 - (2) Subject to Reevaluation; with one of the following conditions:
 - a) Student-teacher teaching survey results in two or more subjects in recent two years are with an average value of less than 3.5.
 - b) From School Year 2016 onwards, the instruction of uploading the syllabus before the end of the third-stage course registration period fails to be carried out.
 - c) No professional research achievement or professional exhibitions/performances are done in recent 5 years.
 - d) Match the reevaluation criteria separately made in the college evaluation guidelines.
 - (3) Fail: Match the Fail criteria separately made in the college evaluation guidelines.
5. Those who are subject to reevaluation should submit a report of written explanations and improvements for the items and reasons listed to be reevaluated

in the evaluation results within 3 months, and submit it to the college for review. The college shall complete the review within 9 months after the application is received, and shall submit the improvement status and the review results to be to the University Evaluation Council for approval.

6. Those who fail the evaluation or reevaluation will need to propose their own improvement plans, and their results of improvement are subject to be assisted, coached and followed up coach by their respective departments (institutes, centers) and related business units, and be subject to re-evaluation within 2 years. For those failing to propose improvement plans within 3 months, the department (institute, center) shall report to the college and regard this as failing in the reevaluation. For those who fail the reevaluation, a confirmation shall be made by the University Teacher Evaluation Council (hereinafter referred to as the University Evaluation Council), and the case shall be considered in the third-degree University Evaluation Council meeting. Once approved by the Council, discontinuation of appointment or dismissal procedure will be carried out.
7. If the merged qualifications gained before the implementation of the Regulations or from other organizations have reached the eligibility of faculty promotion, teachers at all levels may apply for early evaluation. The evaluation data shall be retrospectively from the date of application for evaluation, and shall include qualifications gained prior to the implementation of the Regulations or from other organizations up to 3 years. However, new teachers who have been in service for less than 1 years may not apply for early evaluation.
8. If within the time limit the teacher fails to accept the evaluation, review, re-evaluation, or the provides false data which affect the evaluation results, it will be considered as failing in an evaluation, a review or a re-evaluation.
9. For teachers at all levels who disagree with the results of the evaluation, review or reevaluation, appeal should be made to the University Evaluation Council with written evidence and data within 15 days following the date of receipt of the written notice.
10. Rules from each college which are more stringent than the Regulations shall apply.

Article 4 The school teachers shall pass the evaluation to apply for faculty promotion. For promoted teachers, the number of the years for evaluation shall be calculated from the semester in which the beginning date of the teacher certificate starts, in accordance with the rank after faculty promotion.

Teachers who are required for reevaluation or who fail the evaluation may not apply for professor's vacation studies, and from the following semester they are not entitled for the following: salary increase, off-campus adjunct positions or classes, extra teaching hours, secondment, overseas studying or lecturing, serving in the Teacher Evaluation Committee at all levels or as an administrative supervisor.

The teachers who pass the review and reevaluation shall be relieved of the aforesaid restrictions from the following academic year.

The lifting of the restrictions listed in Item 2 shall comply with the relevant provisions.

Article 5 Lifetime exemption from evaluation are for teachers who have

1. been elected as an academician of the Academia Sinica;
2. received the Ministry of Education academic awards or National Professorship;
3. served as a domestically and overseas renowned university distinguished professor approved by the school;
4. received the Ministry of Science and Technology Outstanding Research Award once or more;
5. received the Ministry of Science and Technology Class A Award or research investigation fees of thematic research-based research programs (including industry-university cooperation) for 15 times or more (for multi-year programs, the number of years accounts for the entries), and the implementation period of each program shall last at least one year, which account for one case per year;
6. received National Awards of Arts;
7. received awards of excellent mentors or counselling teachers of postgraduate career counseling community for 5 times;
8. received the excellent teaching awards for 5 times;
9. or been 60 years or more of age (except for the newly appointed).

Each college may, within the period of the teacher's evaluation, customize the conditions for exemption from a corresponding evaluation, including those who have:

- a) served as a principal investigator of the Ministry of Science and Technology programs (for multi-year programs, the number of entries is calculated by year);
- b) published a certain number of papers in academic journals, academic journals at all levels;
- c) received Excellent Mentor Awards or Teaching Excellence Awards for a certain number of times;
- d) or participated in domestic and foreign cultural and art exhibitions/performances with equivalent levels for a certain number of times.

The customized conditions shall be reported to the University Evaluation Council for future reference.

The recognition of the level equivalence for cultural and art exhibitions/performances in the preceding paragraph shall be determined by the college.

Teachers who require reevaluation prescribed in Article 3 Paragraph 1 Subparagraph 4 (1) of the Regulations are not entitled to apply for a corresponding or lifetime exemption from evaluation.

For those who have exempted from evaluation for life before the amendment of the Regulations shall be exempt from further evaluation.

Article 6 Teachers who are on leave due to vacation studies, secondment, overseas further studies or lecturing, pregnancy, childbirth, motherhood or suffering significant events shall, with evidence enclosed, apply for postponing the evaluation to the affiliated department (institute, center), college and the president for approval. The next evaluation period will be postponed accordingly. The number of years for evaluation does not include the period of leave of absence.

Article 7 Each college shall, in accordance with the Regulations, form an evaluation committee and formulate criteria for evaluation, which shall include the evaluation items, standards and procedures for teachers at various levels, and submit them to the University Evaluation Council for future reference.

When a criteria for evaluation is set forth in the preceding paragraph, a student representative may be invited to attend as necessary.

Each department (institute, center) shall, in accordance with the evaluation criteria established by the College, apply for accreditation of data for teacher evaluation applications from the Department's evaluation council.

Article 8 Each college shall complete the teacher evaluation at all levels with the designated period, and report to the University Evaluation Council for inspection by the end of February and August each year.

Article 9 The unsettled issues in the Regulations are subject to relevant regulations.

Article 10 The Regulations are passed by the University Council and implemented after approved by the President.