

PROFFORMANCE

# PROFFORMANCE

Assessment Tool and Incentive Systems  
for Developing Higher Education Teachers' Performance

V4 HIGHER EDUCATION SUMMIT  
22<sup>nd</sup> October 2021

Coordinators:



Initiatives to support  
the implementation of  
European Higher Education  
Area (EHEA) reforms.

Co-funded by  
the Erasmus+ Programme  
of the European Union



EPLUS2020-EHEA09-2019 - EPLUS2020 Action Grant

Full Partners:

 Bundesministerium  
Bildung, Wissenschaft  
und Forschung



  
Ministry of Science and Education



Associated Partners:



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## A Decade Of Teacher Support Activities

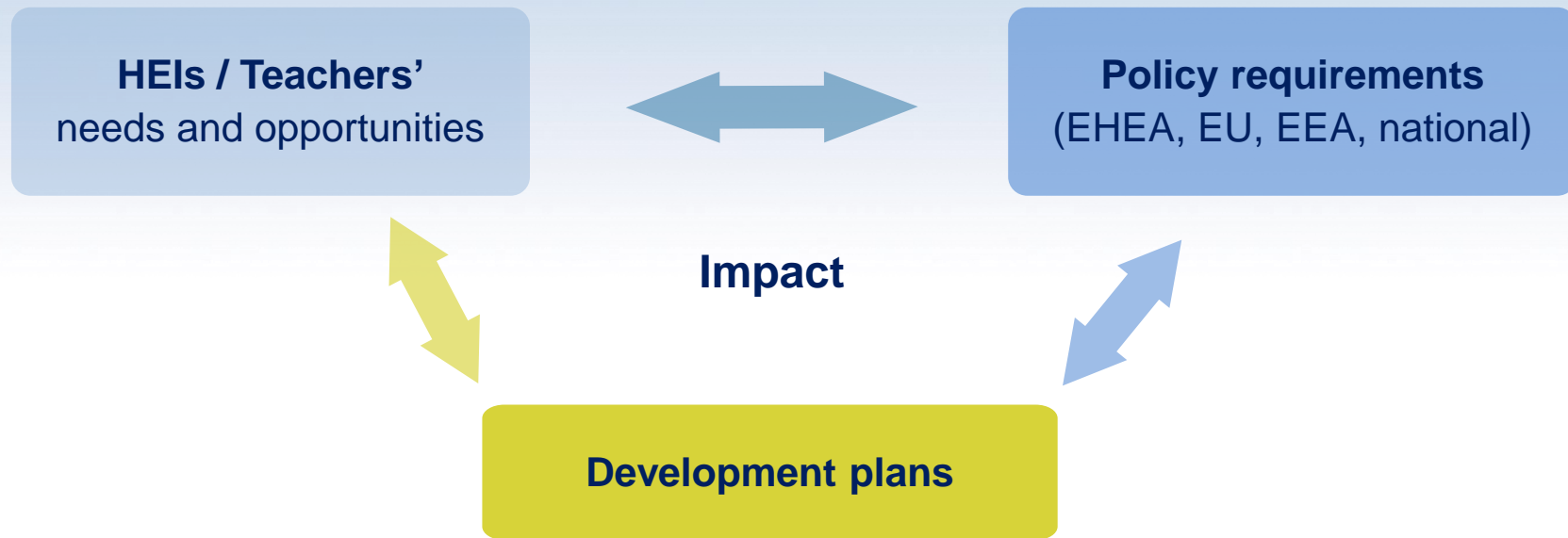
**EHEA portal**  
on Teaching and Learning

**Teacher award**  
and best practice  
database

**Innofor**  
Facebook group

# Main Goals And Rationale Of The Project

**Quality enhancement** of teaching and learning  
through the **development of teachers' performance.**

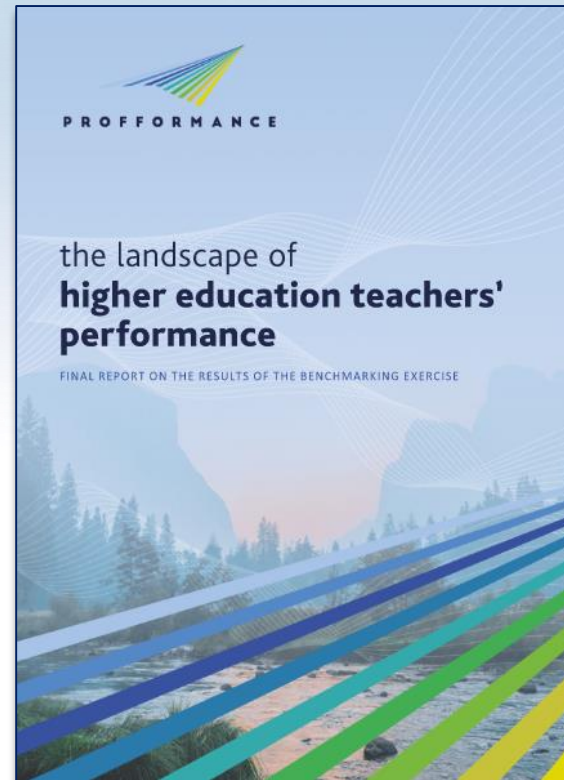


# Benchmarking Survey

- ▶ **2020 November – online survey:** 156 respondent HEIs
- ▶ **Results: benchmarks, main recommendations**
  - HEI level strategies for teaching and learning
  - ▶ Launching performance management systems (HR, promotion, incentives etc.)
  - ▶ Involving students: creating a culture of „listening”

- ▶ **Final Report**

[profformance.eu/benchmarking](https://profformance.eu/benchmarking)



# 3D Assessment Tool

## THEMATIC AREAS

- ▶ Teaching and learning
- ▶ Curriculum development
- ▶ Professional development
- ▶ Assessment
- ▶ Impact
- ▶ Organization administration

## HORIZONTAL ASPECTS

- ▶ Internationalization
- ▶ Digitalization
- ▶ Inclusion
- ▶ Sustainability

## PILOTS

- ▶ Launch in November 2021

## AIM

- ▶ Evidence based decision making
- ▶ Strategic planning
- ▶ Data

## ASSESSORS

- ▶ Self
- ▶ Peers
- ▶ Managers
- ▶ Students
- ▶ External stakeholders



# International HE Teacher Award

## GOOD PRACTICES ARE WELCOME IN 4 CATEGORIES



Category 1.  
Student-centred  
course design



Category 2.  
Innovative teaching  
and learning



Category 3.  
Students' learning  
assessment



Category 4.  
Impact and mission  
with and for society

## HORIZONTAL PRIORITIES IN ALL 4 CATEGORIES:



Digitalization



Internationalization



Inclusion and  
diversion



Sustainability

## ► In PROFFORMANCE partner countries

## ► Aims

- PROFFORMANCE network
- Identify and acknowledge good practices
- Share and exchange best examples
- Cooperation between EHEA HEIs
- Promotion: best practice platform

► [profformance.eu/call-for-application](https://profformance.eu/call-for-application)

# V4 perspectives

- ▶ Testing and implementing the Assessment Tool in HEIs and on systemic level
- ▶ Aggregated data on teaching performance and development needs
  - Regional networking and exchange of ideas
- ▶ Overall picture on the quality of teaching – key to the future
- ▶ Contribution to quality culture - QA agencies and national organisations
- ▶ Fighting dropout
- ▶ Relevance of degrees



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# Thank you for your kind attention!

<https://proformance.eu/>

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