Overview of the Profformance Assessement tool – based on Frequently Asked Questions

1. What is it and who is it for?

- PAT (Performance Assessment Tool) is a performance evaluation and support system for educators.

- Primary users include higher education institutions, academic staff, and international working groups.

- It complements existing QA and evaluation systems.

- **Free and voluntary**, funded by the European Commission and Hungary's Ministry of Innovation and Culture profformance.eu.

2. How to adopt it in institutions?

Institutions can start by:

1. Proposing PAT to decision-makers (Leaders, QA/teaching centres).

2. Exploring guides and demo videos.

3. Contacting the Tempus Public Foundation for support tool.profformance@tpf.hu .

4. Running a small pilot group.

5. Defining goals, conducting the survey, communicating results, and planning follow-up actions.

6. Cycling continuous improvement based on results.

3. Integration with existing systems

- No direct integrations yet (e.g., LMS, HR systems).

- PAT visualizes and compares self-, peer-, and student feedback, useful for both internal and international use .

4. Student surveys

- Teachers can invite students via a unique link from the SELF assassemnt form (no student registration needed).

- Surveys are **anonymous**; each IP can submit only once per questionnaire.

5. Network admin capabilities

- Admin roles include creating network structures, adding admins and teachers (individually or by bulk Excel import), creating tasks, and viewing aggregated & individual results post-survey.

6. Reporting and data export

- Results are graphically displayed at network/unit/teacher levels.

- Raw data export isn't currently available, but planned for next releases, along with filtering options.

7. Scientific foundation

- Developed by 20 experts from 10 countries, based on EHEA's ESG standards.

- Emphasizes continuous improvement and student-centered learning.

8. Engaging educators

- Educators are motivated by formative feedback, goal-setting, and development opportunities.

- A flexible approach allows focusing on specific themes instead of answering all 80 statements.

- Educational incentives (like recognition or workshops) are important .

9. Tool evolution

- Users cannot edit questions yet, but can choose thematic areas.

- In the planned new features, improvements include:
    - Enhanced user-friendliness, data export, navigation.
    - New statements linked to digitalization, internationalization, inclusion, sustainability .

10. Other FAQs

- Users can preview statements after registering and creating a task.

- Networks are private by default; access requires invitation by an admin .