

TA Evaluation by Faculty Member

Faculty Name: Caroline Wilde
TA's Name: Barb LoFrisco
Course and Section #: MHS 6006.902 (FA 2012) & MHS 6400.001 (SP 2013)
Date: 1/31/13

The purpose of this evaluation is to identify for the TA those areas which the TA does well, as well as the areas that need improvement. It is not meant to be used in a merit-based review. An open discussion between the faculty member and the TA should occur as soon as possible after the evaluation takes place. Under each heading use the following scale and provide detailed comments for later discussion.

Does Well (DW), Satisfactory (S), Needs Improvement (NI), Not Applicable or Not Observed (NA)

Professionalism

 DW Starts promptly and is prepared
 DW Concerned about students' learning

General Comments:

Ms. LoFrisco excels in her ability manage time and deadlines. She regularly works well in advance of deadlines and thus is always prepared. Additionally, she also easily adjusted her schedule and deadlines to coordinate planning with the instructor.

Barb has consistently demonstrated a high level of professionalism with the students both in and outside the classroom environment as well as with the instructor. She treats all with respect and an open mind.

Teaching Skills

 DW Speaks clearly
 DW Writes clearly
 DW Clear introduction (gained attention, interest)
 DW Illustrates points (explained clearly)
 DW Transitions and summaries clear
 DW Creates student interest and involvement
 DW Answers student questions professionally and concisely

General Comments:

Consistently, Ms. LoFrisco has demonstrated solid teaching skills. Each semester, she has eagerly volunteered to independently prepare and deliver various course lectures. In addition to good time management outside the classroom, Barb also effectively manages instructional time. She is invested in involving students in dialogue and activities to ensure their comprehension of subject matter as well as their ability to apply content and skills. In addition to didactic lectures, Ms. LoFrisco assists the instructor in the weekly lab portion of class.

Attitude

 DW Is enthusiastic
 DW Is willing to help students

General Comments:

Barb is extremely enthusiastic and eager to be the best instructor she can be. She is inquisitive and seeks to understand rationale and motivations behind various teaching methodologies and approaches. On a more personal level, she always comes to meetings with the instructor and students excited and ready to fully engage. She has consistently demonstrated a willingness to help students. In the Fall 2012

semester, when outside meetings with students were regularly used to enhance student learning and development, Barb consistently made herself available during the instructor's office hours so that students could benefit from meeting with the instructor and the TA together. In fact, I don't think she missed a meeting.

Aptitude

DW Understands background material
DW Explains complicated material clearly

General Comments:

The lectures that Ms. LoFrisco has independently prepared are well constructed, appropriate in content and engaging in nature. She exhibits good command of the material presented and on the rare occasion she is challenged by a student inquiry, she willingly seeks additional information or guidance from the instructor. She seeks feedback with regard to development of lecture materials and effectively accepts suggestions and constructive feedback. When presenting complex material, Barb aids students in their understanding by drawing upon her clinical experiences to illustrate a point.

TA's Strengths

Barb is among the top three TAs with whom I have had the opportunity to work. She has many strengths to draw upon, but here, I would like to comment on those that stand out most for me. First, she brings a wealth of clinical experiences to the classroom which is critical in the preparation of counselors. In this capacity, she has also demonstrated the ability to serve as an excellent role model for students who are learning not only skills and content but also how to handle themselves as professional counselors in training. Students regularly ask her to share her clinical experiences or how she might approach a clinical situation. Second, she is not only enthusiastic about helping the students learn, she is equally enthusiastic about developing her skills as a teacher. Never before have I seen a doctoral student engage in as many continuing education opportunities to enhance their teaching as Barb. For example, as we begin the transition to Canvas, Barb has already started attending trainings and has likely learned more about the new learning platform than some faculty. Additionally, she listens carefully and deeply in dialogues with the instructor about pedagogical matters. As an example, I can think of one discussion we had about the handling of plagiarism that went on for several days as she contemplated the situation from various perspectives.

Areas in need of improvement

While I think we can always identify areas to improve, I do not believe there are areas that I would consider weaknesses or deficit areas. However, if I were to identify areas I would encourage Barb to continue to monitor it would be related to balancing her "clinical" hat with her "instructor" hat. We have had the opportunity to talk about this on several occasions and in fact, it has been Barb who has identified the concern. I want to be clear that I believe Ms. LoFrisco always conducts herself in an ethical and professional manner and has not demonstrated any boundary issues when interacting with students. However, as an active clinician, she has a natural tendency to listen and engage through this lens, which is not an uncommon experience in the counseling profession. On a few occasions, she would reflect after a student meeting that she could feel herself wanting to respond as she would to a client or that she thought her questions were too "counselor-like". Awareness is a critical first step in continuing to keep this tendency in check. I think with more time and experience in the classroom, Barb will increase her comfort level and confidence in her ability to change hats.