ABSTRACT

Educational trends and innovations turn up create new challenges and opportunities for faculty members. Academic institutions experience a changing student body, marked by increased diversity and high expectations, and greater call for institutional accountability. With this, they venture to exploring new (and renewed) educational frameworks like competency-based education and other alternative venues for learning like community-based education, simulation and other advanced technologies. All of these developments require a different skill set and pose new opportunities, and it is in this context that academic institutions must remain responsive and flexible, helping faculty members to balance competing demands and priorities.

Ensuring quality education will rely on performance of the faculty members and a teaching development plan and performance evaluation has always been a concern in every educational institution. (Go, Biggers, Croft, 2012) Evaluation may be a tool to help teachers improve, but school leaders often lack training in how to use evaluation results to guide teachers toward professional growth. In the traditional way, using pen and paper, the students' and superiors' feedback on the faculty members are collected in a Likert-Type Scale format. This is in regard as to how the evaluators perceive the faculty's instructional strategies. This is to identify the weaknesses and strengths of a certain faculty member. However, factors affecting the performance and a teaching development plan for the faculty are often neglected. (Rudd Smith, 2008). Prompted by this, the researcher conducts this study that aims to create a web based application that would bring together collected feedbacks, reviews and other related information from students, peers and academic heads which serve as a tool for the improvement of the teaching and learning process. (Randolph, 2013) It is also geared to empower faculties to be receptive and influential in the emerging educational trends and modernization.

TEACHING DEVELOPMENT PLAN RECOMMENDATION SYSTEM USING RULE-BASED CLASSIFICATION ALGORITHM

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