

SECTION 4

Instructor Evaluation

SECTION 4 - INSTRUCTOR EVALUATION

CLIMB Certified Instructors will be evaluated on the quality of their instruction based on the CLIMB Standards of Instructional Excellence.

As well, based on the signed CLIMB Letter of Commitment, CLIMB Certified Instructors are required to comply with the terms of the letter and deliver and use IRWA course materials in the classroom. Instructors do not have copyright permission to change IRWA course materials.

IRWA HQ and PIPE internally monitors all instructor evaluations on a monthly basis for quality control.

The PIPE may review a class, including a communication or a Secret Student Reviewer (SSR) who may attend a class to evaluate a CLIMB Certified Instructor.

The selection and use of the SSR is at the sole discretion of the PIPE, the International Executive Committee or the International Governing Council.

If concerns or complaints are raised about an instructor, the PIPE will consider the Instructor Quality Survey results, course coordinator/participant comments, and Secret Student Reviewer Evaluation before making a final decision on an instructor's teaching status.

An instructor may lose his/her teaching status by receiving consistently low participant evaluation scores and comments that are not reflective of the CLIMB Standards and/or an unacceptable Secret Student Reviewer Evaluation.

Failure to adhere to the tenets of the signed CLIMB Commitment Letter will result in an automatic dismissal from instruction.

The following link provides information to the [Instructor Quality Survey](#).

Self-Reflection

CLIMB Certified Instructors are expected to complete self-reflection after instructing a course. In a profession as challenging as adult education, honest self-reflection is essential. Instructors must examine what has worked and what has not worked in the classroom. Self-reflection can provide positive, concrete goals on which to focus.