

Faculty must submit objectives in the portal by the negotiated deadline (second precepting day each fall and spring term). If they miss the deadline or something goes awry, their official IDEA summary reports will need to be interpreted differently by faculty for their own reflection and for personnel purposes.

For personnel purposes, the most significant effects are on page one of the IDEA summary report. Most of the time, when all objectives are counted as important, an instructor's Progress on Relevant Objective (PRO) scores, both raw and adjusted, will be lower than they should be because 1) objectives are being considered that were not relevant to the class and 2) all objectives are being weighed equally.

Faculty using the summary report to consider changes to their course or teaching might simply attend to only the items of interest to them among the 13 objectives on page two and the pedagogical techniques on page three and remember that the PRO summary means on pages one and two are inaccurate.

Faculty preparing files for personnel evaluation might calculate (using data on page 2 or 4) a new PRO score that accurately reflects the objectives they would have selected as essential or important. When doing this, please remember

Information on IDEA summary report for diagnostic student evaluation	Not affected by default objective selection (all important)	Affected by default objective selection (all important)
Number of students enrolled, number of students responded, reliability of results, response rate, representativeness	X	
A. Progress on Relevant Objectives (PRO), raw and adjusted		x