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**REPORT ON THE EVALUATION OF THE ACADEMIC STAFF AND THE
SUBJECTS BY THE STUDENTS OF THE "KADRI ZEKA" UNIVERSITY, FOR
THE SUMMER SEMESTER OF THE YEAR 2022/2023**

Office of Academic Development and Quality
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1.Abstract

Measuring the teacher's performance during lectures with students is one of the important measurements for raising the quality of teaching. The results of the students are related to the planning of work by the teacher, the organization of lessons, the use of appropriate materials for the subject, their creativity and the application of contemporary methodologies during the organization of the lesson.

Based on the Regulation for Quality Assurance and Evaluation in UKZ (Ref. no. 01/2280 dt. 21/12/2020) as well as the Manual for Planning and Evaluation of Academic Staff (Ref. no. 01/2281 dt. 21.12) .2020) the Evaluation of the Academic Staff by the students for the Summer Semester 2022/2023 has been carried out at "Kadri Zeka" University.

In the framework of this, we have published the questionnaire on the SMU platform, this time combined with questions about both the subjects and the teacher's performance.

2.Research methodology

2.1 The purpose of the research

The purpose of this research has to do with the identification of possible problems during the realization of the teaching program plan of the teachers in UKZ, the treatment of the relevant subjects as well as the general approach of the obligations that the teacher has towards the subject and the student. For that reason, our constant effort is to have the most realistic results.

From this research, we managed to extract values that determine the degree of action of teachers within their professional engagement in certain subjects of Study Programs within the University.

The recommendations resulting from this evaluation will be submitted to the members of the Quality and Evaluation Supervisory Council, which will recommend to the senior management of UKZ to reflect on the findings of the research for the period of the Summer Semester 2022/2023, for possible improvements

2.2 Research methods

The research was carried out mainly through the quantitative method and instruments that are in function of data collection and processing.

- Distribution of questionnaires

The object of the research were the seven Study Programs at the bachelor's level as well as five Study Programs at the master's level. Questionnaires were placed in SMU during the period of submission of exams for the summer semester 2022/2023, also their completion was done during this time frame.

3. Research Results

3.1 Information about the research process

Based on the evaluation instruments contained in the Planning and Evaluation Manual Performance of the Academic Staff (Ref.nr.01/2281 dt. 21.12.2020), students have evaluated according to the Likert scale, where the student for each statement had to circle 1,2,3,4 or 5 (5=completely agree ; 4=agree; 3=don't know; 2=disagree; 1=strongly disagree).

Relying on the Annual Calendar for Quality Assurance, where it is foreseen that after each Semester the evaluation will be done by the students. ZZHAC in cooperation with KMCV and the Quality Coordinators have determined the form and content of the questionnaires for the summer semester of the Academic Year 2021/2022. Where it has been decided to evaluate both the teachers and their subjects.

All students who took the exams in the June term have completed the questionnaires.

IT office officials also helped in the registration of questionnaires in electronic form. Based on the Manual for Planning and Evaluation of the Academic Staff of all UKZ teachers, the evaluation result was submitted individually, in electronic form.

The Office for Academic Development and Quality worked mainly for the drafting of the Report with the evaluation results and the publication of the results

4. Analysis of questionnaires

4.1 Attitudes of students of Academic Units in relation to the statements expressed in the questionnaire

The general attitudes of the students of the Faculty of Education are reflected in table 1. In findings 1, 3, 8 and 12, students highly value the teachers' preparation for the subject 4.61. The objectives and purpose have been clarified in the course syllabus, the students also highly appreciate the impact of the course materials on the development of knowledge, and the teacher is always available for consultation with 4.54.

We also see an approximate assessment in the other statements which are above 4.50, where the students are largely satisfied with the performance of their teachers and the curriculum, which is in line with contemporary literature.

It is worth noting that a diminution of students' attitude is observed in findings 5 and 11, where students evaluate with 4.48 and 4.45 the creativity of teachers in the development of lessons and other activities, and the teacher is right in his assessment.

Taking into account the overall assessment of the Faculty of Education, where the average goes to 4.53 for bachelor's programs and 4.89-4.83 for master's programs, we see that students highly appreciate the work and commitment of the teachers of the Faculty of Education for this semester. (table 3)

Table 1. Faculty of Education (Bachelor)

ADMISSIONS		Average value
1	The teacher is prepared for the subject	4.61
2	The teacher was regular and came to lectures on time	4.52
3	The purpose and objective of the course is clearly defined in the course syllabus	4.54
4	The teacher has encouraged discussions and activities in the classroom	4.51
5	The teacher is creative in the development of the lesson and other activities	4.48
6	The content of the syllabus is in accordance with contemporary literature	4.53
7	The classroom environment encourages expression of thoughts/ideas	4.51
8	The course materials (literature, lectures, slides, etc.) have influenced the development of knowledge and skills in the relevant field	4.54
9	The environment in the classroom	4.53
10	Evaluation of work with students is done continuously	4.50
11	The teacher is right in the assessment The teacher is always available for consultation	4.45
12	The teacher was regular and came to lectures on time	4.54
	Overall average	4.53

Table 2. Faculty of Education (Master's)

ADMISSIONS		Avarage Value
Study Programs		MKAF / MGJLSH
1	The teacher is prepared for the subject	4.91/ 4.85
2	The teacher was regular and came to lectures on time	4.85/4.84
3	The purpose and objective of the course is clearly defined in the course syllabus	4.93/ 4.82
4	The teacher has encouraged discussions and activities in the classroom	4.91/ 4.83
5	The teacher is creative in the development of the lesson and other activities	4.84/ 4.78
6	The content of the syllabus is in accordance with contemporary literature	4.89/ 4.84
7	Course materials are available	4.90/4.82
8	The course materials (literature, lectures, slides, etc.) have influenced the development of knowledge and skills in the relevant field	4.92/ 4.79
9	The classroom environment encourages expression of thoughts/ideas	4.92/ 4.84
10	Evaluation of work with students is done continuously	4.87/ 4.79
11	The teacher is right in the assessment	4.84/ 4.82
12	The teacher is always available for consultation	4.89/4.82
Overall average		4.89/4.83

In the framework of the evaluation process, table 3 presents the students' attitude towards the assistants. As can be seen, the evaluation rate is slightly higher than that of Professors, the lowest evaluation is 4.50 in statement 6, "The assistant is creative in the development of the lesson and other activities". But in other findings it is even higher. The overall average is 4.60.

Table 3. Faculty of Education (Assistants)

Admissions		Vlera Mesatare
1	The assistant is prepared for the exercises	4.60
	CONTENTS	
2	The assistant is clear during the exercises	4.58
3	The assistant is transparent	4.57
4	The assistant is entitled to the evaluation	4.58
5	The assistant is punctual	4.54
6	The assistant is creative in the development of the lesson and other activities	4.50
7	The assistant creates activities that make the subject more understandable	4.52
8	The assistant encourages student cooperation and participation	4.59
9	The student can freely ask questions	4.62
	Assistant	
10	Assistant requires long interactivity exercise	4.56
11	The behavior of the Assistant is in accordance with the regulation	4.62
12	The assistant is always available for consultation	4.60
	Overall Average	4.58

In table 4, correspondingly in statement 1, it can be seen that the students of the Faculty of Law in a slightly higher average value the professional preparation of their teachers (4.47)
 Similar attitudes are also found in statements 2, 3 and 12. The attitude of the students is approximately the same as in the clarity of the teachers in the lectures, the use of materials during the lessons as well as in the willingness of the professors to be always available for consultations with students. (4.40, 4.37 and 4.37).

Students give a weaker assessment in findings 4, 7, 9, 10 and 11. Where it can be seen that students are less satisfied with respect to the schedule, availability of course materials, creativity on the part of teachers and assessment (Average assessment is 4.35).

Students' attitudes against statement 5 has the lowest evaluation rate, with an average of 4.32 where the students have evaluated how creative the teacher is in the development of the lesson and other activities. The overall average in the bachelor's degree is 4.37

Table 5. Faculty of Law (Bachelor)

ADMISSIONS		Average Value
1	The teacher is prepared for the subject	4.47
2	The teacher was regular and came to lectures on time	4.37
3	The purpose and objective of the course is clearly defined in the course syllabus	4.40
4	The teacher has encouraged discussions and activities in the classroom	4.35
5	The teacher is creative in the development of the lesson and other activities	4.32
6	The content of the syllabus is in accordance with contemporary literature	4.35
7	Course materials are available	4.34
8	The course materials (literature, lectures, slides, etc.) have influenced the development of knowledge and skills in the relevant field	4.34
9	The classroom environment encourages expression of thoughts/ideas	4.34
10	Evaluation of work with students is done continuously	
	The teacher is right in the assessment	4.35
11	The teacher is always available for consultation	4.34
12	The teacher is prepared for the subject	4.37

13	Your comment about the Professor and the course:	
	Overall Average	4.37

The data of table 6 shows the attitudes of students towards their assistants. As can be seen, students rated the assistants a little lower compared to the professors. The lowest average is found in statement 7, "The assistant creates activities that make the subject", where the students are less satisfied with an average of 4.03, while the other statements have approximately the same averages ranging from 4.07 to 4.24.

Table 6. Faculty of Law (Assistants)

ADMISSIONS		Average Value
1	The assistant is prepared for the exercises	4.14
	CONTENTS	
2	The assistant is clear during the exercises	4.16
3	The assistant is transparent	4.07
4	The assistant is entitled to the evaluation	4.05
5	The assistant is punctual	4.15
6	The assistant is creative in the development of the lesson and other activities	4.07
7	The assistant creates activities that make the subject more understandable	4.03
8	The assistant encourages student cooperation and participation	4.12
9	The student can freely ask questions	4.24
	Assistant	
10	Assistant requires long interactivity exercise	4.15
11	The behavior of the Assistant is in accordance with the regulation	4.15
12	The assistant is always available for consultation	4.15
	Overall Average	4.13

Within the Faculty of Law, we have the evaluation data of the students of the master's program for teachers. In table 7, we see that the students have a satisfactory attitude in relation to the statements expressed. The lowest evaluation rate is 4.24 in statement 5, which is about the creativity of the development of the lesson, while the highest is in statement 5 "The purpose and objective of the course is clearly defined in the course syllabus" which is rated 4.55. The overall average is 4.40.

Table 7. Faculty of Law (Criminal Master's)

ADMISSION		Average Value
1	The teacher is prepared for the subject	4.39
2	The teacher was regular and came to lectures on time	4.35
3	The purpose and objective of the course is clearly defined in the course syllabus	4.55
4	The teacher has encouraged discussions and activities in the classroom	4.31
5	The teacher is creative in the development of the lesson and other activities	4.24
6	The content of the syllabus is in accordance with contemporary literature	4.53
7	Course materials are available	4.47
8	The course materials (literature, lectures, slides, etc.) have influenced the development of knowledge and skills in the relevant field	4.48
9	The classroom environment encourages expression of thoughts/ideas	4.39
10	Evaluation of work with students is done continuously	4.32
11	The teacher is right in the assessment	4.36
12	The teacher is always available for consultation	4.32
Overall Average		4.4

The general attitudes of students of the Faculty of Economics for Academic Staff are presented in table 8.

In statements 1, 3, 6, 11 and 12 of this table, the data show us that the students have roughly evaluated their teachers in terms of their preparation for the subject, the clarity of the objectives

and the purpose in the syllabus, the evaluation and content of the curriculum as well as the teachers' readiness for regular consultations (average from 4.60 to 4.53).

A slight decrease in the average is seen in findings 2, 8, 9 and 10 where students express the accuracy of teachers in lessons, the materials available for students, the encouragement of the expression of thoughts and ideas in the classroom as well as the continuous assessment of students. (Expressed with averages from 4.49 to 4.52). The students of the Faculty of Economics are dissatisfied with the assessment of 4.5 and 7, the encouragement of discussions and activities in the classroom, the creativity of the teacher in the development of the lesson and the available course materials, these are expressed with an average of 4.47. The overall average of the Faculty of Economics is 4.52.

Table 8. Faculty of Economics

ADMISSIONS		Average Value
1	The teacher is prepared for the subject	4.60
2	The teacher was regular and came to lectures on time	4.52
3	The purpose and objective of the course is clearly defined in the course syllabus	4.55
4	The teacher has encouraged discussions and activities in the classroom	4.47
5	The teacher is creative in the development of the lesson and other activities	4.47
6	The content of the syllabus is in accordance with contemporary literature	4.56
7	Course materials are available	4.47
8	The course materials (literature, lectures, slides, etc.) have influenced the development of knowledge and skills in the relevant field	4.49
9	The classroom environment encourages expression of thoughts/ideas	4.52
10	Evaluation of work with students is done continuously	4.49
11	The teacher is right in the assessment	4.53
12	The teacher is always available for consultation	4.55
	Overall Average	4.52

Në tabelën 9 janë paraqitur të dhënat e vlerësimit për asistentë nga ana e studentëve. Sipas këtyre të dhënave studentët shprehen më pak të kënaqur me punën e asistentëve se sa të profesorëve, këtë e tregon mesatarja e shprehur për secilin konstatim. Shkalla me e lartë e vlerësimit është në pohimin 1.” Asistenti/ja është i/e përgatitur për ushtrimet e lëndës vlerësimi “(4.51) derisa me mesatare më të ulët është vlerësuar pohimi 5 “Asistenti/ja është i saktë në orë” 4. 40 derisa në të tjerat pohime shohim një qëndrim të përafërt. Mesatarja e përgjithshme është 4.45.

Table 9. Faculty of Economics (Assistants)

ADMISSIONS		Vlera Mesatare
1	The assistant is prepared for the exercises	4.51
CONTENTS		
2	The assistant is clear during the exercises	4.45
3	The assistant is transparent	4.42
4	The assistant is entitled to the evaluation	4.44
5	The assistant is punctual	4.40
6	The assistant is creative in the development of the lesson and other activities	4.42
7	The assistant creates activities that make the subject more understandable	4.40
8	The assistant encourages student cooperation and participation	4.43
9	The student can freely ask questions	4.48
10	Assistant requires long interactivity exercise	4.47
11	The behavior of the Assistant is in accordance with the regulation	4.49
12	The assistant is always available for consultation	4.46
	Overall Average	4.45

In table 10, the attitudes of students of the Faculty of Applied Sciences are expressed. The data show that students are more satisfied with the preparation of teachers and express this with an average of 4.72.

Courses in findings 2, 3, 4, 6, 7, 9, 11 and 12. Students have roughly estimated how regular the teacher was in lectures and the objective of the subject is clearly defined in the syllabus, the encouragement of classroom discussions , the use of materials during the lesson,

The first class environment encourages the expression of new thoughts/ideas, evaluation and availability for consultation (Average from 4.59 - 4.71)

We see a weaker evaluation in statement 5,8 and 10, where students have evaluated their teachers with an average of 4.50 to 4.55.

The average overall evaluation of the Educational Mathematics Program is 4.64.

Table 10. *Faculty of Educational Mathematics (Bachelor)*

ADMISSIONS		Average Value
1	The teacher is prepared for the subject	4.72
2	The teacher was regular and came to lectures on time	4.68
3	The purpose and objective of the course is clearly defined in the course syllabus	4.71
4	The teacher has encouraged discussions and activities in the classroom	4.59
5	The teacher is creative in the development of the lesson and other activities	4.50
6	The content of the syllabus is in accordance with contemporary literature	4.68
7	Course materials are available	4.60
8	The course materials (literature, lectures, slides, etc.) have influenced the development of knowledge and skills in the relevant field	4.55
9	The classroom environment encourages expression of thoughts/ideas	4.66
10	Evaluation of work with students is done continuously	4.55
11	The teacher is right in the assessment	4.62
12	The teacher is always available for consultation	4.70
Overall Average		4.64

Table 11 presents the data of the assessment of the assistants by the students. As can be seen in the table, the assistants are also rated satisfactorily, their average is brought from the lowest average, 4.32 to statement 7

"The assistant creates activities that make the subject more understandable" to the highest average of 4.84, to the statement "The assistant is punctual".

Table 11. *Faculty of Applied Sciences (Assistants)*

ADMISSIONS		Average Value
1	The assistant is prepared for the exercises	4.80
2	The assistant is clear during the exercises	4.48
3	The assistant is transparent	4.68
4	The assistant is entitled to the evaluation	4.60
5	The assistant is punctual	4.84
6	The assistant is creative in the development of the lesson and other activities	4.44
7	The assistant creates activities that make the subject more understandable	4.32
8	The assistant encourages student cooperation and participation	4.60
9	The student can freely ask questions	4.60
10	Assistant requires long interactivity exercise	4.44
11	The behavior of the Assistant is in accordance with the regulation	4.80
12	The assistant is always available for consultation	4.76
	Overall Average	4.61

In table 12, 13 and 14, the attitudes of the students of the Faculty of Computer Sciences are expressed, for three programs, one bachelor's and two master's.

The data show that students are satisfied with the preparation of their teachers for the course, they think that the purpose and objective of the course is clearly defined in the course syllabus, also the course materials are available, the course materials have influenced the development of knowledge and skills in the relevant field, the teacher was regular and came to lectures on time, the content of the curriculum is in accordance with

contemporary literature, and the teacher is right in the assessment. In statements 1, 3, 6, 11, the average is between 4.53 and 4.59.

However, in findings 2, 4, 5, 7, 8, 9 and 10, the students roughly estimated how much the teacher encouraged discussions and activities in the classroom, how creative he was in the development of the lesson and other activities, the environment in the class teaching how they have encouraged the expression of thoughts/ideas, regular in lectures, the syllabus of the subject, the encouragement of discussions and activities in the classroom, they also maintain a satisfactory attitude towards the evaluation of the work with students by the teacher. Average from 4.44-4.51.

The overall average rating of the Computer Science Program is 4.51.

We see a more pronounced difference in table 13, where the students of the E-Government master's program are even more satisfied than the bachelor's students. As can be seen, the overall average of the teachers of this program is 4.65.

While in the Control Systems and Artificial Intelligence (Master's) program, students are less satisfied than in the two programs mentioned above (see table 14).

With a lower average, students evaluate their teachers in statement 4 where it is said that the teacher has encouraged discussions and activities in class 4.46 also the teacher is prepared for the subject and the environment in the lesson encourages the expression of thoughts/ideas with 4.61. Students also give a rough estimate in statement 12 that the teacher is always available for consultation 4.66.

Compared to the Computer Science and E-Government program, the Control Systems and Artificial Intelligence study program has been evaluated with a lower average of 4.58.

Table 12. Faculty of Computer Science (Bachelor)

ADMISSIONS		Average Value
1	The teacher is prepared for the subject	4.59
2	The teacher was regular and came to lectures on time	4.47
3	The purpose and objective of the course is clearly defined in the course syllabus	4.57
4	The teacher has encouraged discussions and activities in the classroom	4.51
5	The teacher is creative in the development of the lesson and other activities	4.44
6	The content of the syllabus is in accordance with contemporary literature	4.53
7	Course materials are available	4.50

8	The course materials (literature, lectures, slides, etc.) have influenced the development of knowledge and skills in the relevant field	4.48
9	The classroom environment encourages expression of thoughts/ideas	4.51
10	Evaluation of work with students is done continuously	4.47
11	The teacher is right in the assessment	4.55
12	The teacher is always available for consultation	4.50
	Overall Average	4.51

Table 13. Computer Science E-Government (Master's)

ADMISSIONS		Average Value
1	The teacher is prepared for the subject	4.70
2	The teacher was regular and came to lectures on time	4.70
3	The purpose and objective of the course is clearly defined in the course syllabus	4.71
4	The teacher has encouraged discussions and activities in the classroom	4.63
5	The teacher is creative in the development of the lesson and other activities	4.63
6	The content of the syllabus is in accordance with contemporary literature	4.68
7	Course materials are available	4.66
8	The course materials (literature, lectures, slides, etc.) have influenced the development of knowledge and skills in the relevant field	4.67
9	The classroom environment encourages expression of thoughts/ideas	4.66

10	Evaluation of work with students is done continuously	4.50
11	The teacher is right in the assessment	4.57
12	The teacher is always available for consultation	4.68
13	Evaluation of work with students is done continuously	
	Overall Average	4.65

Tabela 14. Fakultetit Shkenca Kompjuterike Sistemet e Kontrollit dhe Intellegjenca Artificiale (Master)

POHIMET		Vlera Mesatare
1	The teacher is prepared for the subject	4.48
2	The teacher was regular and came to lectures on time	4.66
3	The purpose and objective of the course is clearly defined in the course syllabus	4.58
4	The teacher has encouraged discussions and activities in the classroom	4.46
5	The teacher is creative in the development of the lesson and other activities	4.56
6	The content of the syllabus is in accordance with contemporary literature	4.58
7	Course materials are available	4.58
8	The course materials (literature, lectures, slides, etc.) have influenced the development of knowledge and skills in the relevant field	4.58
9	The classroom environment encourages expression of thoughts/ideas	4.61
10	Evaluation of work with students is done continuously	4.56
11	The teacher is right in the assessment	4.61

12	The teacher is always available for consultation	4.66
13	Your comment about the Professor and the course:	
	Overall average	4.58

Computer Science students rated the assistants' engagement in subjects with a higher average than the professors' engagement. As can be seen in table 15, the highest evaluation average, 4.73, is expressed in finding 9, "The student can freely ask questions to the Assistant", while the lowest average of 4.61 was assessed in finding 7 "The Assistant creates activities that make the subject more understandable". The overall student-assistant evaluation average is 4.67.

Table 15. Faculty of Computer Sciences (Assistants)

POHIMET		Vlera Mesatare
1	The assistant is clear during the exercises	4.68
2	The assistant is transparent	4.65
3	The assistant is entitled to the evaluation	4.69
4	The assistant is punctual	4.68
5	The assistant is creative in the development of the lesson and other activities	4.70
6	The assistant creates activities that make the subject more understandable	4.64
7	The assistant encourages student cooperation and participation	4.61
8	The student can freely ask questions Assistant	4.64
9	Assistant requires long interactivity exercise	4.73
10	The behavior of the Assistant is in accordance with the regulation	4.66
11	The assistant is clear during the exercises	4.72

12	The assistant is always available for consultation	4.64
	Overall Average	4.67

The attitudes expressed by students towards teaching, for all evaluated professors, in all NJAs are presented in table 16. According to the tabular data, students' perspectives towards their professors are mostly approximate with a small percentage difference. For example, in finding 5 that "The teacher is creative in the development of the lesson and other activities, we see a small decrease in the assessment (4.46) and the students also give a slightly lower assessment to findings 10,11 that "The assessment of the work with students has been continuously" (4.48) and "The teacher is fair in assessment" (4.49).

It is worth noting that with a higher rating scale, about 4.60, the teachers were evaluated in their preparation for the subject. Until findings 2, 3, 4, 6, 7, 8, 9 and 12, the students maintain an approximate attitude regarding the statements that "The teacher was regular and came on time to the lectures" (4.51), "The aim and objective of the course is clearly defined in the course syllabus" (4.55), "The teacher encouraged discussions and activities in the class" (4.50), "The content of the syllabus is in accordance with contemporary literature" (4.53), "The course materials are available" (4.50), "Course materials (literature, lectures, slides, etc.) have influenced the development of knowledge and skills in the relevant field (4.50)", "The classroom environment encourages expression of thoughts/ideas" (4.52)) as well as statement 12 regarding "The teacher is always available for consultation" which was evaluated with 4.53.

Table 17 shows students' attitudes towards the work done by their assistants during exercises. We see that the evaluation of Assistants by the students is quite satisfactory, in all findings we see a high degree of evaluation except for the statements that "The Assistant is creative in the development of the lesson" (4.48) and "The Assistant creates activities that make the subject more comprehensible" (4.46) until, with an approximate rating scale, the students expressed their opinion on other statements such as: "The assistant is prepared for the exercises of the subject" (4.56), "The assistant is clear during the exercises", "The assistant is transparent", and "The assistant is fair in assessment" have the same evaluation scale (4.52), as well as the statements: "The assistant is right on time", "The assistant requires interactivity during the exercises" and "The assistant is always available for consultations" were evaluated equally by the students (4.53). In statement 12 "The Assistant's behavior is in accordance with the regulation" was evaluated with a high average (4.58). While statement 9 "The student can freely ask questions to the Assistant" has the highest average of the entire assessment (4.59).

During this evaluation, the questionnaire also contained an open question where students had the opportunity to give comments regarding the teacher and the subject. According to the data from 4445 respondents, most of them have expressed themselves very satisfied with the teachers, praising their work in terms of approach, cooperation, freedom of expression as well as the willingness to help you whenever they need it. A small number have expressed that they have no comment or no remark, and a very small number have given any remark about any difference that may occur in the student-teacher ratio.

Table 16. *The general results of the evaluation of the Academic Staff of UKZ by the students*

POHIMET	Vlera Mesatare	
1	The teacher is prepared for the subject	4.60
2	The teacher was regular and came to lectures on time	4.51
3	The purpose and objective of the course is clearly defined in the course syllabus	4.55
4	The teacher has encouraged discussions and activities in the classroom	4.50
5	The teacher is creative in the development of the lesson and other activities	4.46
6	The content of the syllabus is in accordance with contemporary literature	4.53
7	Course materials are available	4.50
8	The course materials (literature, lectures, slides, etc.) have influenced the development of knowledge and skills in the relevant field	4.50
9	The classroom environment encourages expression of thoughts/ideas	4.52
10	Evaluation of work with students is done continuously	4.48
11	The teacher is right in the assessment	4.49
12	The teacher is always available for consultation	4.53
13	Your comment about the Professor and the course:	
	Overall Average	4.52

Table 17. General results of the evaluation of UKZ Assistants by students

	ADMISSIONS	Average Value
1	The assistant is prepared for the exercises	4.56
2	The assistant is transparent	4.52
3	The assistant is clear during the exercises	4.52
4	The assistant is transparent	4.52
5	The assistant is entitled to the evaluation	4.53
6	The assistant is punctual	4.48
7	The assistant is creative in the development of the lesson and other activities	4.46
8	The assistant creates activities that make the subject more understandable	4.51
9	The assistant encourages student cooperation and participation	4.59
10	The student can freely ask questions	4.53
11	The teacher is right in the assessment	4.58
12	Assistant requires long interactivity	4.53
13	Your comment about the Assistant	
	Overall Average	4.53

5. Conclusions and recommendations

Within the semester evaluation for professors and assistants of Kadri Zeka University, for the summer semester we see a higher evaluation rate than the winter semester evaluation, this is also shown by the overall average of 4.60 for professors and 4.53 for assistants.

Also, the averages of the faculties are above 4. The bachelor's Faculty of Education (Primary, Pre-Primary) has been evaluated with an average of 4.53, while the master's program Teaching Albanian Language and Literature has an average of 4.83, as well as Teaching Curriculum in Primary Education 4.89. Faculty of Law Bachelor's program General Law 4.37 up to Master's program Criminal Law 4.40. Bachelor's Faculty of Economics 4.52. The Bachelor's Faculty of Computer Sciences has been evaluated with 4.51, while the master's programs, Control Systems and Artificial Intelligence have an evaluation scale of 4.58, while E-Governance is 4.65. Faculty of Applied Sciences Bachelor program with the highest rating with 4.64.

The tabular data express the attitude of the students towards the professors and the organization of the lesson on their part. As can be seen in the general results, the students are satisfied with the teachers and with what they offer in their lectures. This is also reflected in the averages obtained from the research. Despite the high results in the evaluation, however, we have room for improvement, with special emphasis on the creativity of teachers in the development of the lesson, the way of evaluating the work of students, which should be done continuously and be fair.

Our recommendations are:

- To increase the participation of teachers in trainings inside and outside the University in order to strengthen the methods and contemporary forms of teaching based on the development of critical thinking among students
- Teachers must respect the evaluation criteria by systematically evaluating students during the semester
- To be fair in evaluating the student's work
- To evaluate the teacher's performance by the management through the personal file of each one
- The deans should continue to fully coordinate the teaching program plan with the new curricula.
- To find forms of motivation for teachers who have shown good performance during the evaluation.

