

History FLA PTAC Rubric 2023 Appendix H: Assessment of CTF Candidates under 13.6.1

a) Is the candidate qualified?

i. Does the candidate have the required academic and/or professional qualifications as posted?

YES/NO *Does the candidate have the required academic and/or professional qualifications for the appointment as posted, i.e., the relevant academic degree or certificate, education in the academic specialty, and/or the appropriate professional training and experience?*

If No, then the PTAC is required to discontinue the evaluation.

ii. Does the candidate have the relevant qualifications and experience to teach the course?

YES/NO *In addition to the required qualifications, does the candidate have experience or credentials directly relevant to the course? This may include qualifications that were listed as “preferred” on the posting (e.g., academic specializations, experience in the field).*

If No, then the PTAC is not required to continue the evaluation.

b) Competency to teach the posted course: Maximum 50

i) Currency and mastery of the subject matter (30 – excellent, 20 – very good, 15 – good, 10 – satisfactory, 0 – poor or no evidence – score with only those explicit values).

Additional degrees, past course syllabi, professional experience, scholarly activity, creative work, and other discipline-specific activities can be considered in this category. Each assessment factor must be relevant to the posted course and no assessment tool used to determine currency and mastery of the subject matter may rely exclusively on one criterion.

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| 30 | Advanced doctoral research in the posted or very closely related area; highly relevant publications/presentations/work experience in the posted or closely related area within last 5 years. Substantial number of reputable peer-reviewed fora publications/presentations in the area directly related to the posted course, relative to career stage. Highly related non-scholarly expertise. Excellent evidence of pedagogical development. |
| 20 | Advanced doctoral research in the posted or closely related area; relevant publications/presentations/work experience in the posted or closely related area within last 5 years. Substantial number of reputable peer-reviewed fora publications/presentations in a peripheral area with at least a few in the area directly related to the posted course, relative to career stage. Good related non-scholarly expertise. Clear evidence of pedagogical development. |
| 15 | Advanced doctoral training in a related area; some publications/presentations/work experience in the posted or closely related |

area, relative to career stage. Some related non-scholarly expertise. Some evidence of pedagogical development.

10 Advanced doctoral training in marginal or unrelated area; limited publications/presentations/work experience in marginal or unrelated area, no publications/presentations/work experience directly in the posted or closely related area. Limited related non-scholarly expertise. Little evidence of pedagogical development.

0 No advanced doctoral training or academic training; no publications/presentations/work experience in the posted or closely related area; No related non-scholarly expertise. No pedagogical development included in application.

ii. previous teaching or tutorial experience in the posted or similar or substantially similar course(s) Maximum: 10

The PTAC will award full points for Laurier seniority points in the posted course or substantially similar course and may award partial points for similar or substantially similar courses taught elsewhere. Partial points may also be awarded for relevant teaching in another delivery mode (e.g., tutorials, labs, online) taught at Laurier or elsewhere.

Substantially similar and similar courses include WLU exclusions, as well as WLU courses or courses from other institutions with significant overlap in core concepts named in course title or course description, delivered at comparable level of posted course (i.e. junior/senior). The committee will consider items in the applicant's teaching dossier that are directly relevant to the course (i.e. course syllabi, pedagogical comments regarding course).

IMPORTANT: Candidates must supply evidence of the content of relevant courses at other institutions for the PTAC to carry out an accurate evaluation of similarity (e.g., a course outline/syllabus).

- 1 delivery of posted or substantially similar course at Laurier
- .5 delivery of similar course at Laurier
- .5 delivery of substantially similar course at another institution
- .25 delivery of similar course at another institution
- .25 TA work, team teaching, or in another delivery mode in posted or substantially similar course

iii. ability to perform the duties of the course Maximum: 10

This may include an assessment of the candidate's ability, from courses taught at Laurier or elsewhere, to teach in a specific format (e.g., lecture, lab, tutorial, seminar) or modality (e.g., online, hybrid), various class sizes, or with specific equipment or platforms; and to develop course materials including learning objectives, student assessments, etc.

- 8-10 Has taught posted or similar course; evaluations are excellent (primarily 6 and above on the WLU scale); has included additional information that carefully considers the experience of teaching the course (i.e., course syllabi, pedagogical comments regarding course)
- 4-7 Has taught posted or similar course; evaluations are satisfactory (primarily 4-6 on the WLU scale); has included additional information that reflects on teaching the course (i.e., course syllabi, pedagogical comments regarding course)
- 1-3 Has taught posted or similar course; evaluations are not included or are less than satisfactory (primarily below 4 on the WLU scale); has not included additional information relevant to the course (i.e., course syllabi, pedagogical comments regarding course)
- 0 Has not taught posted or similar course

If the score after b) is less than 25, then the PTAC is not required to continue the evaluation.

c) Teaching qualifications (not specific to the course): Maximum: 30

i. teaching-related experience Maximum: 15

- A. Total WLU seniority points, other than in the posted course or a substantially similar course (only include seniority points not already counted in section b) ii), (max 15 points)
- B. If A is less than 15:
 - I. Partial points for courses or tutorials taught elsewhere (max 5 points)
IMPORTANT: Candidates must supply evidence of the content of the relevant courses in order for the PTAC to carry out an accurate evaluation (for example, a course outline/syllabus).
 - .5 delivery of course taught elsewhere
 - .25 delivery of course team-taught elsewhere
 - .25 tutorial assistantship elsewhere (must include classroom experience)
 - II. Teaching training (including but not limited to training related to pedagogy, equity, diversity, inclusivity, Indigeneity, anti-racism, anti-oppression, and accessible learning) (max 5 points)

In order to be awarded points for teaching training, the candidate must submit documentation (e.g., a workshop schedule/outline, a course syllabus, certificate of completion) describing the content covered in the training, the contact hours and the format (e.g., full course, workshop, etc.). Points will be assessed based on the length of the training and the relevance of the content.

ii. assessment of teaching skills, including teaching-related transferrable skills demonstrated outside a teaching context. (15-very good, 10-good, 5-satisfactory, 0-poor or no evidence – score with only those explicit values)

The assessment of the candidate's teaching experience shall be based on the candidate's CV, student course surveys under Article 19, or the equivalent from another institution, and any other information submitted by the candidate. No assessment of teaching qualifications may rely exclusively or primarily on student questionnaires or student opinions.

- 15 Excellent evidence of teaching philosophy and/or pedagogical practices are included and are very clear, very well-developed. Substantial previous course materials/syllabi are included, and show excellent evidence and a clear commitment to thoughtful teaching philosophy and/or practice.
- 10 Good evidence of teaching philosophy and/or pedagogical practices are included and are clear and well-developed. Some previous course materials/syllabi are included, and show good evidence of good teaching philosophy and/or practice.
- 5 Some evidence of teaching philosophy and/or pedagogical practices are mentioned, but are not clearly defined. Limited previous course materials/syllabi are included, that show some evidence of thoughtful teaching philosophy and/or practice.
- 0 Evidence of teaching philosophy and/or pedagogical practices are not included. No previous course materials/syllabi are included. No evidence of thoughtful teaching philosophy and/or practice.

If the total score after b) and c) is less than 40, then the PTAC is not required to continue the evaluation.

d) Other relevant qualifications Maximum: 20

Other qualifications and experience relevant to the course, for example (20- very good, 15-good, 10-satisfactory, 5-limited,0-no evidence score with only those explicit values):

- 20 Excellent evidence of other qualifications and experience relevant to the course, for example, but not limited to, additional degrees or professional qualifications, public history experience, community engagement, development of educational materials, equity, diversity, and inclusion experience, Indigenous knowledge systems, pedagogical development, post-doctoral experience, professional development and/or experience, etc.
- 15 Good evidence of other qualifications and experience relevant to the course, for example, but not limited to, additional degrees or professional qualifications, public history experience, community engagement, development of educational materials, equity, diversity, and inclusion experience, Indigenous knowledge systems, pedagogical development, post-doctoral experience, professional development and/or experience, etc.
- 10 Some evidence of other qualifications and experience relevant to the course, for example, but not limited to, additional degrees or professional qualifications, public history experience, community engagement, development of educational materials, equity,

diversity, and inclusion experience, Indigenous knowledge systems, pedagogical development, post-doctoral experience, professional development and/or experience, etc.

- 5 Limited evidence of other qualifications and experience relevant to the course, for example, but not limited to, additional degrees or professional qualifications, public history experience, community engagement, development of educational materials, equity, diversity, and inclusion experience, Indigenous knowledge systems, pedagogical development, post-doctoral experience, professional development and/or experience, etc.
- 0 No evidence of other qualifications and experience relevant to the course, for example, but not limited to, additional degrees or professional qualifications, public history experience, community engagement, development of educational materials, equity, diversity, and inclusion experience, Indigenous knowledge systems, pedagogical development, post-doctoral experience, professional development and/or experience, etc.