

ID PTAC Rubric – 2023

Evaluation Criteria:

Note: descriptions marked with a * are drawn directly from the Appendix H candidate assessment information in the WLUFA Part-Time Collective Agreement. If an assessment area has a range of numbers, PTAC members can select any numbers within that range. If an assessment has a fixed numerical value, they can only select numbers available (i.e., 0, 15, 20, etc.)

A – Qualifications

a. Is the candidate qualified?

- i) Does the candidate have the required academic and/or professional qualifications as posted? (yes/no). If **NO**, then the PTAC is **required to discontinue** the evaluation. *

Currently, all Indigenous Studies courses are posted with a minimum requirement of a Master's Degree or equivalent lived experience.

- ii) Does the candidate have the relevant qualifications and experience to teach the course? (yes/no) If **NO**, then the PTAC **not required to continue** the evaluation. *

Currently, all Indigenous Studies courses are posted with the following language:
"Preference will be given to First Nations, Métis, Inuit and Afro Indigenous (FNMI/AFI) people who are accountable to, and have strong ties with, Indigenous communities, and who can clearly articulate their pedagogy for mobilizing FNMI knowledge."

B – Teaching Competency

b. Does the candidate have the competency to teach the posted course? Maximum of **50 points**.

- i) Currency and mastery of the subject matter. 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 should not rely on a single criterion. Maximum of **30 points**. *

0: Has not taught the posted or similar course.

10: Has taught posted or similar course; evidence is not included or is unsatisfactory; has not included additional information relevant to the course material (i.e., course outlines, pedagogical comments regarding course, etc.)

15: Has taught posted or similar course; evidence of good teaching; has included additional information that reflects on teaching the course materials (i.e., course outlines, pedagogical comments regarding course, etc.)

20: Has taught posted or similar course multiple times; evidence of good teaching; has included additional information that reflects on teaching the course (i.e., course outlines, pedagogical comments regarding course, etc.)

- 30:** Has taught posted or similar course multiple times; evidence of excellent teaching; has included additional information that carefully considers the experience of teaching the course (i.e., course outlines, pedagogical comments regarding course, etc.)
- ii) Previous teaching, tutorial, or lab experience in the posted or similar or substantially similar course(s). Full points for Laurier seniority points in the posted or substantially similar course, and may award partial points for a substantially similar course taught elsewhere, or relevant teaching in another delivery mode (online, tutorials, labs, etc.) Maximum of **10 points**. *
- iii) Ability to perform the duties of the course. This may include assessment of the candidate's ability, from courses taught at Laurier or elsewhere, to teach in a specific format (lecture, tutorial, seminar) or modality (online, hybrid, virtual, in-person), various class sizes, and to develop course materials include learning objectives, student assessments, etc. May also include TA experience, team-teaching and online teaching. Maximum of **10 points**. *
- 0-3:** Has not taught a course in this specific format or modality before; does not have experience with this particular class size or with developing course materials.
- 4-6:** Has taught a course in this specific format or modality before; has experience with this class size; has some experience with developing course materials.
- 7-10:** Has taught a course with this specific format or modality multiple times before; has familiarity with this class size; has frequently developed course materials for courses.

If the score after section B is less than 25, then the PTAC is **not required to continue** the evaluation. *

C – General Teaching Qualifications

c. Does the candidate have teaching qualifications not specific to the course? Maximum of **30 points**.

- i) Teaching-related experience (seniority points **not already counted in section B**), including courses taught, tutorials, labs, and training. Partial points may be awarded for courses, tutorials, etc. taught elsewhere, or for teaching training (including but not limited to pedagogy, equity, diversity, inclusivity, Indigeneity, anti-racism, anti-oppression, and accessible learning). Maximum of **15 points**. *
- ii) Assessment of teaching skills, including teaching-related transferrable skills, demonstrated outside a teaching context. This assessment shall be based on the candidate's CV, student course surveys 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. Maximum of **15 points**. *

[these scores can be qualified by courses that include challenging content (i.e. topics such as colonialism, racism, gender etc.) and by the implicit biases that are proven to inhere in the student evaluations of teachers who are Indigenous, racialized, women, two-spirit etc.]

0: Unsatisfactory/No evidence. Evaluations are not included or are of low quality; teaching or pedagogical practices are not included, or do not speak to Indigenous ways of

knowing and doing; previous teaching experiences and/or included materials do not show understanding of Indigenous pedagogies.

- 5:** Satisfactory. Evaluations included are of average quality; no additional evidence was included; has not included additional information relevant to teaching skills (i.e., course outlines, teaching philosophy, etc.); teaching or pedagogical practices are derivative of Indigenous ways of knowing and doing; previous teaching experiences and/or included materials show some understanding of Indigenous pedagogies.
- 10:** Good. Evaluations are high quality; evidence of good teaching is included; has additional information that reflects on teaching (i.e., course outlines, teaching philosophy, etc.); teaching philosophy or pedagogical practices are reflective of Indigenous ways of knowing and doing; previous teaching experiences and/or included materials indicate understand of Indigenous pedagogies.
- 15:** Excellent: Evaluations are of very high quality; evidence of excellent teaching; has included additional information that carefully considers the experience of teaching (i.e., course outlines, teaching philosophy, etc.); teaching philosophy or pedagogical practices are highly reflective of Indigenous ways of knowing and doing; previous teaching experiences and/or included materials indicate commitment to Indigenous pedagogies.

If the score after section B and C is less than 40, the PTAC is **not required** to continue the evaluation.
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D – Other Relevant Qualifications

- d. Does the candidate have any other qualifications and experience relevant to the course? For example, additional degrees, community engagement, development of educational materials, Indigenous knowledge, pedagogical development, professional development/experience. Maximum of **20 points**. *
- 0:** No evidence of understanding of Indigenous pedagogies and ways of knowing; no connection to Indigenous peoples or communities; training in an unrelated area; no experience in the posted or closely related area.
- 5:** Limited understanding of Indigenous pedagogies and ways of knowing; limited connection to Indigenous peoples or communities; little experience in the posted or closely related area.
- 10:** Some understanding of Indigenous pedagogies and ways of knowing; some connection to Indigenous peoples or communities; some experience in the posted or closely related area.
- 15:** Clear understanding and use of Indigenous pedagogies; connections to Indigenous communities; significant community experience and/or scholarship in the posted or closely related area; relevant experience in the posted or closely related area.

20: Lived experience of Indigeneity; strong connections to Indigenous communities; clear description and use of Indigenous pedagogies; substantial community work and/or scholarship in the posted area; highly relevant experience in the posted or closely related area.

E – Optional

- i) Comments for the Dean’s consideration. The PTAC may submit comments or express concerns regarding the candidate. If the Member has failed to maintain a record of satisfactory teaching and/or has failed to satisfy all requirements under Article 16, it is expected there will be evidence that progressive consultations with the Member have failed to address concerns. *
- ii) Comments on student course surveys. Has the PTAC identified an anomaly or trend in student course survey results that cause concern? If yes, provide details, including evidence of consultations with the Member, if applicable. *