

Department of Languages and Literatures 2023

Rubrics for Appendix H

B. Competency to teach the posted course (CV, application, cover letter etc) (maximum 50 points)

i. Currency and mastery of the subject matter (30 points)	
Points	Criteria
30 points: excellent	<p>Excellent research profile in relevant field includes:</p> <ul style="list-style-type: none"> • Yearly publications in relevant field up to 5 years old • Monograph published or in progress • Scholarships received • Recent academic awards • Member of academic societies • Community involvement • Creative writing • Strong evidence of pedagogical development; development of course materials • Statement of teaching philosophy • Description of teaching practices; how they are applied to achieve student outcomes • Evidence of wide, varied, and excellent range of teaching experience • Evidence of teaching effectiveness • Example syllabi
20 points: very good	<p>Very good research profile in relevant field includes:</p> <ul style="list-style-type: none"> • Constant publications in relevant field up to 5 years old • Monograph published or in progress • Scholarships received • Recent academic awards • Member of academic societies • Community involvement • Very good evidence of pedagogical development; development of course materials • Statement of teaching philosophy • Description of teaching practices; how they are applied to achieve student outcomes • Evidence of very good range of teaching experience • Evidence of teaching effectiveness • Example syllabi
15 points: good	<p>Good research profile includes:</p> <ul style="list-style-type: none"> • A minimum of 2 publications in relevant field up to 5 years old • Scholarships received

	<ul style="list-style-type: none"> • Recent academic awards • Member of academic societies • Good evidence of pedagogical development; development of course materials • Good range of teaching experience • Evidence of teaching effectiveness • Example syllabi
10 points satisfactory	<ul style="list-style-type: none"> • Satisfactory research profile includes: • Some publications in relevant field older than 5 years • Scholarships received • Academic awards older than 5 years • Member of academic societies • Some evidence of pedagogical development; development of course materials • Satisfactory range of teaching experience • Example syllabi
0 points:	<ul style="list-style-type: none"> • Supporting documentation absent or poor • No evaluation of teaching / student satisfaction • No example syllabi • No external teaching certificate(s) • No ongoing professional development
ii) previous teaching or tutorial or lab experience in the posted or similar or substantially similar course (Maximum 10 points)	
	<p>Full points: seniority points in posted or substantially similar course at Laurier Partial points for similar or substantially similar courses taught elsewhere</p>
	<p>Partial points for relevant teaching in another delivery mode (e.g. tutorials, labs, online) taught at Laurier or elsewhere.</p>
iii) ability to perform the duties of the course (Maximum 10 points)	
	<p>Up to 10 points: has taught in the specific format/ modality; has taught in Active Learning classroom; has taught the number of students (large or small class); has taught upper-level class or first year class (depending on posting); has developed or shows ability to develop the syllabus and learning objectives</p>
	<p>Up to 5 points: has taught a range of courses in identical formats, with similar number of students by assigned syllabi; has taught similar content but not to posted course level;</p>
	<p>0 points: has never taught in specific format or delivery mode; has never taught posted upper-level class or first year class.</p>

C. Teaching Qualifications (not specific to the course) (Maximum 30 points)

i) teaching-related experience	
A. (total seniority points not already counted in Section b) including courses taught, tutorials, labs, training	
	Maximum 15 points
B. If A is less than 15	
I. Partial points for courses or tutorials and labs taught elsewhere (Max 5 points)	
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)	
Cii. assessment of teaching skills, including teaching-related transferrable skills demonstrated outside a teaching context. (e.g. DELF examiner; translation work, etc.)	
	15 points: very good
	10 points: good
	5 points: satisfactory
	0 points: poor or no evidence

Notes	<p>Assessment of candidate’s teaching skills will be based on CV, course surveys and other information submitted.</p> <p>LL PTAC considers medians as these are more favourable to candidates. No assessment of teaching qualifications may rely exclusively or primarily on student questionnaires or student opinions.</p> <p>When reviewing student course surveys PTAC considers trends in median scores consistently 6 + to be very good, trends in median scores consistently 5+ to be good, trends in median scores fluctuate, some very good, some poor, below 4 to be satisfactory and trends in median scores medians consistently below 4 or student surveys absent to be poor.</p>
Patterns and trends in evaluations	<p>LL PTAC recognises that different cohorts of students respond differently to different teaching styles and that there are various factors which can affect evaluations. In cases where there is significant fluctuation in median scores, anomalies, or poor evaluations PTAC will look to the Official File or other documentation for explanation.</p>

D. Other qualifications and experience relevant to the course (directly relevant to the course advertised)

Points	Criteria
20 points: very good	<ul style="list-style-type: none"> • Ongoing and up to date professional development • Teaching certificate(s) • Teaching award(s) or nominations for

	<ul style="list-style-type: none"> • Duties around multi-sectional courses • Contributions to curriculum development • Community engagement: contributions to academic/cultural life of students (special events, trips, conferences, exchanges etc.); high school liaison • Equity, diversity, and inclusion experience • Indigenous knowledge systems
15 points: good	<ul style="list-style-type: none"> • Professional development is ongoing; member has attended workshops/courses, not necessarily current • May have teaching certificate(s) • May have teaching award(s) or nominations for • Duties around multi-sectional courses • Contributions to curriculum development • Community engagement: contributions to academic/cultural life of students (special events, trips, conferences, exchanges etc.); high school liaison • Equity, diversity, and inclusion experience • Indigenous knowledge systems
10 points: satisfactory	<ul style="list-style-type: none"> • Some evidence of professional development • Some evidence of community engagement • Some evidence of participation in curriculum development
5 points: limited	<ul style="list-style-type: none"> • Limited evidence of professional development • Limited evidence of pedagogical development; development of course materials • Limited evidence of community engagement
0 points	<ul style="list-style-type: none"> • Supporting documentation absent or poor