

Appendix H: Faculty of Education CTF Assessment Rubric

Approved by Divisional Council on April 24, 2025

CRITERIA	SCORE
i. Does the candidate have the required academic and/or professional qualifications as posted? *Qualifications listed as required	YES OR NO
ii. Does the candidate have the relevant qualifications and experience to teach the course? *Qualifications listed as preferred	YES OR NO
b) Competency to teach the posted course:	
<p>i. currency and mastery of the subject matter</p> <p>Overall score is based on the strength of evidence of the following:</p> <ol style="list-style-type: none"> 1. scholarly activity related to the area of specialization of the course (e.g., graduate thesis, conference presentations, publications). 2. professional work experience related to the area of specialization of the course (e.g., classroom teaching, committee work, membership in organizations, consulting, workshops). 3. Evidence of professional learning related to the area of specialization of the course (e.g., additional degrees, workshops/certifications in the area of the course). <p>The entire 30 points will not come from any one criterion.</p>	<p>_____/30</p> <p>30-excellent 20-very good 15-good 10-satisfactory 0-poor or no evidence *Score with only the above values</p>
<p>ii. previous teaching or tutorial or lab experience in the posted or similar or substantially similar course(s) – <u>total seniority points to a max of 10</u></p> <p>Award full point for each seniority point in the posted course or substantially similar course (same subject, course length, design). Candidates must provide evidence of the content of relevant courses in another faculty or at another institution for the PTAC to carry out an accurate evaluation of similarity (e.g., a course outline).</p>	<p>_____/10</p>
<p>iii. ability to perform the duties of the course</p> <p>If applicant has taught the same or substantially similar course, the score will be based on the strength of evidence according to the following:</p> <p>7-10 points: 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.</p> <p>4-6 points: Has taught a course in this specific format or modality before; has experience with this class size; has some experience with developing course materials.</p> <p>0-3 points: 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.</p>	<p>_____/10</p>
c) Teaching qualifications (not specific to the course):	
<ol style="list-style-type: none"> 1) Award full point for each Laurier seniority point not already counted in section B. 2) If less than 15 points awarded in 1, and for external applicants, award for: <ol style="list-style-type: none"> a. Courses taught elsewhere (up to 5 points maximum) b. Teaching training (e.g., taking professional workshops or completing additional training certifications) (up to 5 points maximum) 	<p>_____/15</p>
<p>ii. assessment of teaching skills, including teaching-related transferrable skills demonstrated outside a teaching context.</p> <p>Based on course surveys and review of information in teaching dossier and other supporting materials as follows:</p>	<p>_____/15</p> <p>15-very good 10-good 5-satisfactory</p>

<p>15 points: Materials demonstrate a high level of pedagogical effectiveness and a well-considered, highly effective pedagogical approach. Student surveys are consistently excellent (medians mostly 6's and 7's for Laurier or equivalent)</p> <p>10 points: Materials demonstrate a good level of pedagogical effectiveness and a good understanding of effective pedagogy. Student surveys are good (medians mostly 6's, some 5's some 7's for Laurier or equivalent)</p> <p>5 points: Materials demonstrate some pedagogical effectiveness and some understanding of effective pedagogy. Student surveys are satisfactory (medians mostly 5, some higher some lower for Laurier or equivalent)</p> <p>0 points: no or few materials submitted, demonstrating little pedagogical effectiveness and limited/no evidence of pedagogical approach. Student surveys are below expected (medians mostly 4 or below for Laurier or equivalent)</p>	<p>0-poor or no evidence</p> <p>*Score with only the above values</p>
d) Other relevant qualifications	
<p>Qualifications and experience under this section must be directly relevant to the course advertised and may include:</p> <ul style="list-style-type: none"> • additional degrees or professional qualifications not already considered in Section B; • community engagement not already considered in Section B; • development of educational materials • equity, diversity, and inclusion experience • Indigenous knowledge systems • pedagogical development • post-doctoral experience not already considered in Section B; • professional development and/or experience not already captured in Section B <p>Overall rating is based on strength of documentation, breadth and depth of experience relevant to the course, as well as recency of experience.</p>	<p>_____/20</p> <p>20-very good 15-good 10-satisfactory 5-limited 0-poor or no evidence</p> <p>*Score with only the above values</p>
TOTAL SCORE	Maximum :100
<p>e) Optional</p> <p>i. Comments for the Dean's consideration:</p> <p>ii. Comments on Student Course Surveys:</p>	