

Department of Indigenous Studies, Law and Social Justice

Rubric for Appendix H: Assessment of 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

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

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 as specified in the posting for the appointment including minimum degree and area of field for the required degree. May also include any recognized professional degrees or designations or specialized training (e.g., LLB, BEd, CA, language proficiency).

All posting for the Indigenous Studies program include Masters' 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 is not required to continue the evaluation.

In addition to the required qualifications, does the candidate have experience or credentials directly relevant to the course? This may include the qualifications that were listed as "preferred" on the posting (e.g., academic specializations, experience in the field).

All postings for the Indigenous Studies program include the following language: Preference will be given to First Nations, Métis, Inuit and Afro Indigenous (FNMI) people who are accountable to, and have strong ties with, Indigenous communities, and who can clearly articulate their pedagogy for mobilizing FNMI knowledge.

b) Competency to teach the posted course: (maximum 50 point)

i. Currency and mastery of the subject matter (must score with specific values listed below)

30-excellent

20-very good

15-good

10-satisfactory

0-poor or no evidence

Based on the candidate's CV, application, and any other materials listed as optional in the job posting and information submitted by the candidate.

PTAC members can consider the following: additional degrees, past course syllabi, professional experience, scholarly activity, creative work, and other discipline-specific activities. 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.

ii. previous teaching or tutorial or lab experience in the posted or similar or substantially similar course(s) (maximum of 10 points)

Based on the candidate's CV, application, and any other materials listed as optional in the job posting and information submitted by the candidate.

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.

Similar courses (determined by PTAC) may be defined as experience in similar courses taught at Laurier or elsewhere, and may also include TA experience, Online teaching, and team-teaching. A **substantially similar** (determined by Department) course(s) may include a course that appears in the Academic Calendar as a course exclusion or a course that encompasses substantially similar subject matter with the same or similar assessment techniques.

iii. Ability to perform the duties of the course (maximum of 10 points)

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, and other independently developed post-secondary course material.

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

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

i. teaching-related experience (seniority points not already counted in section b)ii), including courses taught, tutorials, labs, training (maximum: 15)

A. Total WLU seniority points, other than in posted or substantially similar courses (maximum 15; do not double count from b)ii)

B. If less than 15 total points then PTAC can determine:

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)

ii. assessment of teaching skills, including teaching-related transferrable skills demonstrated outside a teaching context (must score with specific values listed below)

15-very good

10-good

5-satisfactory

0-poor or no evidence

PTAC members can consider the following: candidate CV, student course surveys under Article 19, or the equivalent from another institution, and any other information submitted by the candidate (e.g., teaching dossier). No assessment of teaching qualifications may rely exclusively or primarily on student questionnaires or student opinions.

d) Other relevant qualifications (must score with specific values listed below)

20-very good

15-good

10-satisfactory

5-limited

0-poor or no evidence

PTAC members can consider the following: additional degrees or professional qualifications, community engagement, development of educational materials, equity, diversity, and inclusion experience, Indigenous knowledge systems, pedagogical development, post-doctoral experience, professional development and/or experience.