

Youth and Children’s Studies FLA PTAC Rubric for Appendix H: Assessment of CTF Candidates under Article 13.6.1

Note: Language from the Collective Agreement is in *italics*

Section A: Is the candidate qualified?

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

Yes/No

The program shall specify, in the posting for the appointment, the minimum degree necessary for the appointment and specify the area or field for the required degree. The program may also specify recognized professional degrees or designations or specialized training.

*If the candidate does not have the required academic and/or professional qualifications and experience to teach the course as posted, **they shall not be considered for the position.***

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

Yes/No

*There may be additional qualifications, credentials, or experience required to teach the posted course. This may include qualifications that were listed as “preferred” on the posting (e.g., academic specializations, experience in the field). **The PTAC is not required to continue the evaluation if it is determined that the candidate does not have these further qualifications.***

Section B: Competency to teach the posted course

B.i) Currency and mastery of the subject matter (i.e. culture, history, research methods, media etc.), but also in relation to children and/or youth. (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 are 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 will rely exclusively on one criterion.

30 Points - Has published and presented to diverse audiences on the posted subject matter AND has taught the posted and/or similar course before

20 points - Has not published but has presented to diverse audiences on the posted subject matter AND has taught the posted and/or similar course before

15 points - Has conducted research on the posted subject matter, has the requisite knowledge to teach the course, but has not taught it or a similar course before.

10 points - Has not conducted research on the posted subject matter but has the requisite foundational knowledge to teach the course

0 points - No evidence of research and publication on the subject matter and has not taught the course or a similar course before.

B.ii) Previous teaching or tutorial or lab experience in the posted or similar or substantially similar course(s) - total seniority points to a max of 10

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) and similar format.

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).

B.iii) Ability to perform the duties of the course - total points to a max of 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.

Assessment the candidate's competency to teach the posted course shall be based on the candidate's CV, application, and any other materials listed as optional in the job posting and information submitted by the candidate.

7-10 points - Course materials (syllabi, assignments, etc.) from the same or substantially similar course show strong indicators of pedagogical effectiveness for the posted course; evidence of excellent teaching in a similar size of course; evidence of excellent teaching in a

similar format

4-6 points - Course materials (syllabi, assignments, etc.) from the same or substantially similar course show some indicators of pedagogical effectiveness for the posted course; evidence of good teaching in a similar size of course; evidence of good teaching in a similar format

0-3 points - Course materials (syllabi, assignments, etc.) from the same or substantially similar course show limited indicators of pedagogical effectiveness; limited or no evidence of effective teaching in a similar size of course; limited or no evidence of effective teaching in a similar format

Section C: Teaching qualifications (not specific to the course)

C.i) Teaching-related experience (seniority points not already counted in section b) ii), including courses taught, tutorials, labs, training

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. **Teaching qualifications (not specific to the course): Maximum 10** teaching-related experience (seniority points not already counted in section b) ii), including courses taught, tutorials, labs, training
- ii. Partial points for courses or tutorials and labs taught elsewhere (max 5 points); teaching training (including but not limited to training related to pedagogy, equity, diversity, inclusivity, Indigeneity, anti-racism, anti-oppression, and accessible learning) and lived experience (max 5 points).

IMPORTANT: Candidates must supply evidence of having taught courses at other institutions to be considered for points (for example, a course outline/syllabus, student assessments, etc.).

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)

C.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 points - Materials submitted by the candidate show a high level of pedagogical effectiveness; student assessment techniques are innovative and very well designed in relation to learning outcomes and expectations of courses; teaching statement shows a well-considered, highly effective pedagogical approach; student questionnaires consistently excellent

10 points - Materials submitted by the candidate show a good level of pedagogical effectiveness; student assessment techniques are well-designed in relation to learning outcomes and expectations of courses; teaching statement shows a good understanding of effective pedagogy; student questionnaires good

5 points - Materials submitted by the candidate show some pedagogical effectiveness; student assessment techniques are satisfactory in relation to learning outcomes and expectations of courses; teaching statement shows some understanding of effective pedagogy; student questionnaires satisfactory

0 points - no or few materials submitted; materials submitted show little pedagogical effectiveness; no or limited teaching statement; student questionnaires substandard

Section D: Other relevant qualifications (max 20)

*Qualifications and experience under this section **must be directly relevant to the course advertised**. A candidate's CV, candidate application, and any other relevant materials provided by the candidate may be considered in this category. **(20- very good, 15-good, 10-satisfactory, 5-limited, 0-no evidence score with only those explicit values)***

20 points - Excellent evidence of other qualifications and experience relevant to the course, for example, but not limited to, 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, etc.

15 points - Good evidence of other qualifications and experience relevant to the course, for example, but not limited to, 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, etc.

10 points - Some evidence of other qualifications and experience relevant to the course, for example, but not limited to, 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, etc.

5 points - Limited evidence of other qualifications and experience relevant to the course, for example, but not limited to, 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, etc.

0 points - No evidence of other qualifications and experience relevant to the course, for example, but not limited to, 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, etc.