

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) 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 unsatis

- 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 or lab . Fa3 (a()),.

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.

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 (n)-0.7(n)-0.8(h)5.2ant c m2 (m)-3.9(o)-6.1--5..2 (t)-6 t2 T 0.003 Tw -1(s)