

## Concordia University: Sources of Evidence of Teaching Excellence

Instructor	Student Ratings	Syllabus Review	Summative Teaching Observations*	Participates in Development Programs/ Degree Works	Annual Faculty Eval and Reflection	Three Year New Faculty Program with Mentoring	Blackboard Learn Data	Other
<b>Foundation:</b> Seeks to Learn about Teaching /How Students Learn		X	X Welcomes feedback	X	X	X		Requests Formative Observations; CIRG Grant
<b>Planning:</b> Provides Appropriate and Rigorous Course Content	X	X When Disciplinary Peer/ Expert	X When Disciplinary Peer/Expert		X			Dept Chair Mentoring/ Disciplinary Workshops
<b>Planning:</b> Develops Course that is Organized, with High Clarity of Information	X	X	X Organization and Clarity	X		If includes assignments for which feedback is provided	Future Reports: Rubric Use?	Course schedule Assignment Detail, Use of rubrics for evaluation
<b>Planning:</b> Sets clear expectations through assessable outcomes; aligns course outcomes to PLOs and GLOs	X	X	X Organization and Clarity	X		X		Dept Chair organizes PLOs to GLOs, Curriculum Map
<b>Planning:</b> Provides course design that aligns assessments to outcomes	X	X	X	X	X	X	EAC implementation	
<b>Faith and Learning:</b> Connects Christian Faith to learning in discipline and GLO 1	X	X	May see	X	X	X	EAC implementation	
<b>Faith and Learning:</b> Is comfortable sharing faith and Bible knowledge			X Faith and Learning	X	X	X		
<b>Climate:</b> Designs Engaging Learning Tasks; strives to engage students		X	X Instructional Strategies	X		X		Online requires "Regular and Substantive Interaction"
<b>Climate:</b> Is Available, Approachable, Personable	X	maybe	X Instructor Presence & Rapport	X		X		Student Communication s; present at Office Hours
<b>Climate:</b> Supports Diverse Ways of Learning, uses Universal Design for Learning (UDL)			X Instructor Presence & Rapport; Instructional strategies	X	X	?	Future Ally Reports?	
<b>Climate:</b> Gives Useful, Prompt Feedback	X	X	May see	X		X	Coming Soon: Days to Grade	Online requires "Regular and Substantive Interaction"
<b>Methods:</b> Uses active learning, lectures effectively	X		X Presentation skills	X		X		

<b>Methods:</b> Uses variety of teaching methods, including assignments	X	X	X Instructional strategies			X		
<b>Methods:</b> Creates collaborative learning opportunities		X	X Instructional strategies	X		?		
<b>Improvement:</b> Seeks feedback from students				X	X	?		
<b>Improvement:</b> Assesses and evaluates own teaching and seeks to improve		X can see improvements term to term		X	X	X		Scholarship of Teaching and Learning (SoTL); CIRG Grant

\*2023 Retention Task Force suggests we increase number of summative teaching observations. Please send these to [officeoftheprovost@cuw.edu](mailto:officeoftheprovost@cuw.edu)

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