

History Department Rubric for Assessment of CTF Candidates under 13.6.1

Section B - Competency to teach the posted course (50 points)

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.

B.(i) Up to 30 points for “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 no assessment tool used to determine currency and mastery of the subject matter may rely exclusively on one criterion.

Level	Score	Assessment Factors Relevant to the Posted Course
Excellent	30	Candidate meets the criteria for “Very Good” and demonstrates evidence of at least one of the following, directly relevant to the posted course:
		One peer-reviewed monograph
		At least three peer-reviewed articles.
		When “other professional experience” is identified as a qualification in the job advertisement, other professional experience of three or more years.
Very Good	20	Meets the criteria for “Good” and demonstrates evidence of at least one of the following, broadly relevant to the posted course’s field:
		One peer-reviewed monograph or edited collection.
		Two to three peer-reviewed articles.
		Major external funding or awards received.
Good	15	Development of course materials such as syllabi, course packs, primary source collections or other pedagogical material.
		When “other professional experience” is identified as a qualification in the job advertisement, other professional experience of three or more years.
		Meets the criteria for “Satisfactory” and demonstrates evidence of at least one of the following, broadly relevant to the posted course’s field:
		One peer-reviewed article
		Two or more academic conference presentations and/or public presentations

		Development of course materials such as syllabi, course packs, primary source collections or other pedagogical material broadly relevant to the posted course's field.
		When "other professional experience" is identified as a qualification in the job advertisement, other professional experience of one to three years, broadly relevant to the posted course's field.
Satisfactory	10	Evidence of at least one or more of the following, broadly relevant to the posted course's field:
		One academic conference presentation and/or public presentation broadly relevant to the posted course's field
		One or more book reviews published in a peer-reviewed academic journal broadly relevant to the posted course's field
		Publishing academic blog posts, opinion-pieces, or other forms of scholarship broadly relevant to the posted course's field
		When "other professional experience" is identified as a qualification in the job advertisement, other professional experience of more than one year, broadly relevant to the posted course's field.
Poor/No Evidence	0	Does not meet the criteria for "Satisfactory"

B.(ii) Up to 10 points for "previous teaching or tutorial or lab experience in the posted or similar or substantially similar course(s)"; The PTAC will award full points for Laurier seniority points in the posted course as well as partial points for 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.

Score	Assessment Factors Relevant to the Posted Course
10	Candidate has seniority as defined by the Collective Agreement, in the posted course or a substantially similar course (defined as a course that is cross-listed or listed as a course exclusion with the posted course in the Academic Calendar; or a course taught at a more senior level, with the same or similar assessment techniques, where an academic advisor could reasonably suggest that a student take the posted course as preparation for the more senior course)
5 (for each)	Candidate taught similar or substantially similar courses at another recognized post-secondary institution for which the department would grant transfer credit (syllabus must be provided as part of the package); or taught an online version of, or a tutorial for, the posted course (or a substantially similar course) at Laurier

B.(iii) Up to 10 points for "ability to perform the duties of the course"

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.

Considering the creativity of the applicant’s course design(s), the sophistication and diversity of their course material(s), experience with relevant modalities and class sizes, and the applicant’s success in identifying and achieving their pedagogical objectives, the following scores shall be awarded:

Score	Assessment Factors Relevant to the Posted Course
10	Evidence that the candidate possesses significant experience and a proven ability to teach effectively in the required format and modality, as well as to develop materials for a class of similar size.
6	Evidence that the candidate has significant experience teaching in the required format and modality, as well as developing materials for a class of similar size.
3	Evidence that the candidate has some experience teaching in the required format and modality, as well as developing materials for a class of similar size.
0	No evidence provided

Section C - Teaching qualifications (not specific to the course) (30 points)

C.(i)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)

C.(i)B. If A is less than 15:

Score	Assessment Factors Relevant to the Posted Course
1 point per course; 5 points max	Partial points for courses or tutorials and labs taught elsewhere (max 5 points)
1 point per training; 5 points max	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.

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.

Level	Score	Assessment Factors Relevant to Teaching Skills, Including Teaching-Related Transferable Skills
Very Good	15	Evidence of one or more of the following, directly relevant to the posted course:
		Positive Student course evaluations that score significantly above the department mean.
		Significant evidence of teaching-related transferable skills demonstrated outside a teaching context (e.g., mentoring, supervision, workshop facilitation, training).
Good	10	Evidence of one or more of the following, broadly relevant to the posted course's field:
		Positive student course evaluations that score above the department mean
		Moderate evidence of teaching-related transferable skills demonstrated outside a teaching context (e.g., mentoring, supervision, workshop facilitation, training).
Satisfactory	5	Demonstrates evidence of at least one of the following, broadly relevant to the posted course's field:
		Positive student course evaluations that score at or near to the department mean
		Some evidence of teaching-related transferable skills demonstrated outside a teaching context (e.g., mentoring, supervision, workshop facilitation, training).
Poor/No Evidence	0	Does not meet the criteria for "Satisfactory"

Section D - Other relevant qualifications (20 points)

D.(i) These include, 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. 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.

Level	Score	Assessment Factors Relevant to the Posted Course
Very Good	20	Candidate meets the criteria for “Good” and demonstrates evidence of at least one of the following:
		Faculty or professional awards relevant to the position advertised
		Other professional experience of five or more years broadly relevant to the posted course’s field
		Experience of five or more years with: community engagement; or working to foster equity, diversity, and inclusion in professional or community organizations and spaces; or practicing Indigenous knowledge systems in accordance with Laurier’s Indigenous Identity Verification Process.
Good	15	Meets the criteria for “Satisfactory” and demonstrates evidence of at least one of the following:
		Other professional experience of three or more years broadly relevant to the posted course’s field
		Development of course materials such as syllabi, course packs, primary source collections or other pedagogical material broadly relevant to the posted course’s field
		Experience of three or more years with: community engagement; or working to foster equity, diversity, and inclusion in professional or community organizations and spaces; or practicing Indigenous knowledge systems in accordance with Laurier’s Indigenous Identity Verification Process.
Satisfactory	10	Demonstrates evidence of at least two of the following :
		Development of miscellaneous pedagogical and/or course materials broadly relevant to the posted course’s field
		Evidence of pedagogical or professional development such as obtaining additional degrees, attending conferences, workshops, certificate programs broadly relevant to the posted course
		Any other professional experience of two years or less, broadly relevant to the posted course’s field
		Experience of two years or less broadly relevant to the posted course’s field with: community engagement; or working to foster equity, diversity, and inclusion in professional or community organizations and spaces; or practicing Indigenous knowledge systems in accordance with Laurier’s Indigenous Identity Verification Process.
Limited	5	Does not meet the criteria for “Satisfactory”, “Good”, or “Very Good” but Presents evidence of at least one or more of the following:
		Any other professional experience of one year or less broadly relevant to the posted course’s field
		Any experience of one year or less broadly relevant to the posted course’s field with: community engagement; or working to foster equity, diversity, and inclusion in professional or community

		organizations and spaces; or practicing Indigenous knowledge systems in accordance with Laurier's Indigenous Identity Verification Process.
Poor/No Evidence	0	Does not meet the criteria for "Limited"