

Public Safety Rubric – Appendix H Guidelines

(a) Requisite academic qualifications as posted:	
Key determinate: Is the applicant’s highest degree in a discipline directly relevant to the course material? Does it meet the specifications identified in the posting?	Yes / No determination If No, the applicant does not move forward in the process and scoring of (b), (c), (d), & (e) is not required.

(b) Teaching experience in the posted course or similar or substantially similar course(s): <i>Taking into account teaching evaluations for the posted or substantially similar course. A “substantially” similar course will be taken as a course at another institution with the same or similar title (and/or content, as evidenced by included course description/syllabus) at the same or within 1 year level of the posted course.</i> <i>Section B: Total Maximum of 20 points; Part i) is worth up to 15, Part ii) is worth up to 5 points</i> <i>i. Teaching experience in the posted course or similar or substantially similar course – student evaluations(s): up to 15 points</i>	
Excellent (12-15 points):	Has taught the same course more than twice
Good (8-11 points):	Has taught the same course once before
Satisfactory (4-7):	Has taught a substantially similar course more than twice
Unsatisfactory (0-3):	Has taught a substantially similar course once before
Not Applicable (0 points):	No teaching experience in the posted or similar course
ii. Seniority points in the posted course or substantially similar course(s) up to 5	

(c) Overall Record of Teaching –Total maximum of 50 points; Part i) is worth up to 15 points, Part ii) is worth up to 20 points, Part iii) is worth up to 15 points. (i) student evaluations: up to 15 points <i>Taking into account all available teaching evaluations for all courses.</i>	
Excellent (12-15 points):	Course evaluations in the 6.0 to 7 range
Good (8-11 points):	Course evaluations in the 5.5 to 5.9 range
Satisfactory (4-7):	Course evaluations in the 5.0 to 5.4 range
Unsatisfactory (0-3):	Course evaluations less than 5.0
Not Applicable (0 points):	No teaching experience

(c) Overall Record of Teaching - (ii) teaching dossier or other supporting documents <i>Criteria for a complete and strong teaching dossier:</i> 1) Clearly defined teaching philosophy consistent with the principles of inclusive/critical pedagogy	
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2) Sample course outlines and assignments	
3) Evidence of teaching or course design workshops / pedagogical training	
4) Letters of support re teaching from students, colleagues, or supervisors	
Excellent (16-20 points):	Published in the field of public safety. Has developed this, or a similar course for online delivery. Provides sample assignments and/or course syllabi for courses taught.
Good (11-15 points):	External recognition of public safety education, through teaching and/or presentations at professional conferences.
Satisfactory (6-10 points):	Designed or led public safety training or workshops and demonstrates a satisfactory understanding of teaching/pedagogy and evaluation.
Basic/Minimally acceptable (1-5 points):	Participated in Includes at least one of the above criteria. Sample assignments may be weak or inappropriate to the year level/subject matter. Letters of support are weak or ambivalent.
Not Applicable (0 points):	Applicant has not provided a teaching dossier
iii) Total Seniority Points: up to a maximum of 15	

(d) Relevant qualifications including scholarship in the field, professional experience, pedagogical development and/or development of course materials:	
<i>Taking into consideration Candidate's CV, highest degree completed, scholarship, contributions to the field, professional experience, and the relevance of their accomplishments <u>to the specific course content.</u></i>	
<i>*NOTE: As a practitioner-based program, applicants may not have engaged in scholarly research or publications. Contributions to the field, through presentations, attendance at conferences, trade publications etc. can be considered on an equivalent basis.</i>	
Excellent Qualifications (25-30 points):	Doctorate or graduate degree directly related to public safety matter. Extensive professional experience (10+ years) directly related to the course content, plus teaching experience in public safety topics.
Strong Qualifications (15-25 points):	Graduate degree directly related to course subject matter. Extensive professional experience (5+ years) directly related to the course content.
Satisfactory Qualifications (5-14 points):	Meets minimum academic qualifications (degree related to course subject matter). Evidence of some professional experience related to the course subject matter.
Minimally Qualified (0-4 points):	Meets minimum academic qualifications. No professional experience or teaching experience in public safety topics.

TOTAL POINTS/100