

ID PTAC Rubric 2021

B) Teaching experience in the posted course or similar or substantially similar courses(s): /20

Student evaluations in the posted course or similar or substantially similar courses(s): /15

0: Has not taught posted or similar course

1-5: Has taught posted or similar course; evidence is not included or is unsatisfactory; has not included additional information relevant to the course (i.e., course syllabi, pedagogical comments regarding course)

5-10: Has taught posted or similar course; evidence of good teaching; has included additional information that reflects on teaching the course (i.e., course syllabi, pedagogical comments regarding course)

10-15: Has taught posted or similar course; evidence of excellent teaching; has included additional information that carefully considers the experience of teaching the course (i.e., course syllabi, pedagogical comments regarding course)

Seniority points in the posted course or similar or substantially similar course(s): /5

C) Teaching: /50

Student Evaluations: /15

[these scores can be qualified by courses that include challenging content (i.e. topics such as colonialism, racism, gender etc.) and by the implicit biases that are proven to inhere in the student evaluations of teachers who are Indigenous, racialized, women, two-spirit etc.]

0: Unsatisfactory: Evaluations are of low quality

1-5: Satisfactory: Evaluations are of average quality; evidence is not included or is unsatisfactory; has not included additional information relevant to the course (i.e., course syllabi, pedagogical comments regarding course)

5-10: Good: Evaluations are of high quality; evidence of good teaching; has included additional information that reflects on teaching the course (i.e., course syllabi, pedagogical comments regarding course)

10-15: Excellent: Evaluations are of very high quality; evidence of excellent teaching; has included additional information that carefully considers the experience of teaching the course (i.e., course syllabi, pedagogical comments regarding course)

Teaching dossier or other supporting documents: /20

[these scores can be qualified by documentation that supports experience of teaching in community or non-university settings; teaching awards; peer reviews or evaluations of teaching; and clear evidence of teaching as a responsibility to community]

0-5: Teaching philosophy or pedagogical practices are not included or do not speak to Indigenous ways of knowing and doing; previous teaching experiences and/or included materials do not show understanding of Indigenous pedagogies

5-10: Teaching philosophy 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

10-15: Teaching philosophy or pedagogical practices are reflective of Indigenous ways of knowing and doing; previous teaching experiences and/or included materials indicate understanding of Indigenous pedagogies

15-20: 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

Total seniority points: /15

D) Relevant qualifications (Refers to a focus on Indigeneity, ID, and the specific subject area of the course description.)

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| 0-10 | No evidence or understanding of Indigenous pedagogies and ways of knowing; no connection to Indigenous peoples or communities; training in an unrelated area; no experience in the posted or closely related area |
| 10-15 | Limited understanding of Indigenous pedagogies and ways of knowing; limited connection to Indigenous peoples or communities; little experience in the posted or closely related area |
| 15-20 | Understanding of Indigenous pedagogies and ways on knowing; some connection to Indigenous peoples or communities; some experience in the posted or closely related area |
| 20-25 | Clear understanding and use of Indigenous pedagogies; connections to Indigenous communities; significant community experience and/or scholarship in the posted or closely related area; relevant experience in the posted or closely related area |
| 25-30 | 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 |