

Rubric for Appendix H - Lyle S Hallman Faculty of Social Work MSW  
Assessment of CTF Candidates under 2019-2022

Substantially similar courses(s) may include a course that appears in the Academic Calendar as course exclusion or a course that encompasses substantially similar subject matter with the same or similar assessment techniques.

\*Similar course

If from other university or college, PTAC needs the course description and /or course outline of the course that is being considered similar

Assessment will include how much material the course covered that is similar to the FSW course

TA experience can count as 'some experience in similar course' if the TAship was for the same course as posted or a similar one

Other information (not student evaluations) to be included in teaching experience: candidate's CV, teaching dossier, and any other information submitted by the candidate .

Other Information	Points
Same or Similar course taught or TA'ed (information from cv, teaching dossier or any other information)	Up to 10
Teaching same or similar course in same delivery format	Up to 5

(l) student evaluations in the posted course or similar or substantially similar courses(s) (up to 15)

Excellent scores: Recent scores at WLU or elsewhere are consistently 4.0-5.0 (e.g., 4.5, 4.8, 5.0, 4.9, 4.7, 4.6, 4.5, 4.4, 4.3, 4.2, 4.1, 4.0, 3.9, 3.8, 3.7, 3.6, 3.5, 3.4, 3.3, 3.2, 3.1, 3.0, 2.9, 2.8, 2.7, 2.6, 2.5, 2.4, 2.3, 2.2, 2.1, 2.0, 1.9, 1.8, 1.7, 1.6, 1.5, 1.4, 1.3, 1.2, 1.1, 1.0, 0.9, 0.8, 0.7, 0.6, 0.5, 0.4, 0.3, 0.2, 0.1, 0.0)

Note: Up to the last 4 years are considered ' recent '

(II) Seniority points in the posted course or similar or substantially similar course(s) (up to 5) (should not be recounted for C (III) – total seniority points)

c) Overall record of teaching (Max 5 0 points):

The assessment of the candidate's teaching record shall be based on the candidate's university student evaluations under Article 19, or the equivalent from another institution, the candidate's CV, teaching dossier, and any other information submitted by the candidate. The candidate is invited to include in their teaching dossier any relevant lived experience related to the posted course.

(I) Student evaluations : in overall previous /recent courses (up to 15)

Excellent scores:	<u>Recent</u> scores at WLU or elsewhere	are consistently well above department norms.
Good scores:	<u>Recent</u> scores at WLU or elsewhere	are mostly above but not well above relevant norms.
Satisfactory:	<u>Recent</u> scores at WLU or elsewhere	are mostly at the departmental average or slightly below, but not well below relevant norms.
Non - satisfactory:	<u>Recent</u> scores at WLU or elsewhere	are mostly

challenge students and is teaching relevant, up-to-date content . Teaching materials explicitly address and fully reflect the FSW's emphasis on the integration of knowledge, theory and practice within a framework that promotes the advancement of equity, inclusivity, reflexivity and social justice . Ideally a 1 -page statement that demonstrates engagement with equity, diversity and inclusion (EDI) , Indigeneity and decolonization is included.

10- 15 points : Satisfactory materials . Materials are clear and provide evidence the instructor has made attempts to engage and challenge students and overall is teaching relevant, up-to ~~ate~~ date

Category	Points/ item	Maximum points / category
Book chapter	5	

In the event of a tie, the collective agreement provides:

\*\*The following is existing language and may be replaced with the revised equity process\*\*

Tie Breaker Language: -

If all is equal:

1. Member who has taught the posted course before shall be offered the appt. If this is insufficient, then
  2. Member with most seniority points in the course shall be offered the course. If this is insufficient, then
  3. a candidate who has self-identified through the recruitment process, as a member of an equity seeking group (Indigenous, racialized, female, having a Disability, and/or a sexual or gender minority), shall be awarded the course. If this is insufficient, then
  4. Dean shall make the appointment by lot
- Move through 1 to 4 until the appointment is determined