**Teaching portfolio rubric – Draft, University of New Mexico\***

*Note:* Criteria may be customized for each department.

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| *Improvement required to meet expectations* | *Meets expectations as an effective teacher* | *Meets criteria for teaching excellence* |
| CA1. Strong content knowledge | | |
| * No evidence that content has changed commensurate with changes in the discipline. * Peer reviewers express concern about content knowledge | * Provides evidence that content has been updated if the course has been taught over several years. * Peer reviewers express confidence in content knowledge [peer reviews may be independent of portfolio] | * Explains sources of content knowledge for courses, as described in syllabi * Peer reviewers express confidence in content knowledge [peer reviews may be independent of portfolio] * Explains and shows evidence of inquiry into how students master content knowledge |
| CA2. Growing knowledge of teaching/learning practice | | |
| * Attended no teaching-professional development activities | * Attended at least one teaching-professional development activity and shows evidence for incorporating learned ideas into instruction | * Attended two or more teaching-professional development activities and shows evidence for incorporating learned ideas into instruction * Facilitated a teaching-professional development event for other faculty/TAs * Published at least one paper on teaching in their discipline * Awarded at least one grant to improve teaching or training of students. |
| CA3. Adapting/revising to needs of learners | | |
| * Shows no evidence for changing instruction based on comments from students and/or observations of student learning challenges | * Explains and shows evidence for changing instruction based on comments from students and/or observations of student learning challenges | * Explains and shows evidence for changing instruction based on multiple inputs from students and observations of student learning challenges (e.g., midterm feedback, surveys, classroom assessment techniques; frequent formative assessment) |

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| CA4. Engage students to learn in the real/virtual classroom | | |
| * Shows no evidence for using interactive engagement strategies to promote student learning (e.g., discussion, group/team learning experiences, peer instruction with clickers.) | * Explains and shows evidence for using interactive engagement strategies to promote student learning (e.g. discussion, group/team learning experiences, peer instruction with clickers) | * Explains and shows evidence for using and assessing the impact of multiple interactive engagement strategies to promote student learning (e.g., discussion, group/team learning experiences, peer instruction with clickers) |
| CA5. Can explain and support choices in content, pedagogy, assessment | | |
| * Offers no explanation of choices in content, pedagogy or assessment | * Explains choices in content based on disciplinary norms, attempts to engage students, or specific needs of students. * Explains choices in pedagogy in terms of developments in the discipline, attempts to engage students, or specific needs of students | * Explains choices in content based on more than one of: disciplinary norms, attempts to engage students, or specific needs of students. * Explains choices in pedagogy in terms of more than one of: developments in the discipline, attempts to engage students, or specific needs of students. * Explains specific choices of assessment methods. |
| CA6. Mentoring/Advising undergraduate, graduate, professional student scholars | | |
| * No evidence of mentoring or advising students | * Evidence of mentoring of lower division, upper division, graduate or professional students * Mentoring activities have occurred over several years. | * Evidence of mentoring more than one level of student (e.g. more than one of lower vision, upper division, graduate, or professional students) * Description of outcomes of mentoring. * Consistent mentoring activity over several years. |
| CA7. Tracking learning outcomes for improvement | | |
| * Provides no student learning outcomes for their courses. * Shows no assessment of student learning. | * Student learning outcomes (SLO’s) developed for all courses and listed on syllabi. * Explains and provides evidence for assessing student learning outcomes revising curriculum or instruction to improve learning | * Matches course SLO’s to degree-program SLO’s * Matches course SLO’s to university core curriculum SLO’s/competencies (if applicable) * Serves as coordinator for development, assessment and discussion of departmental SLO’s |
| CA8. Fit of teaching activities within curriculum | | |
| * Provides no explanation of fit of their courses into the curriculum of the department or university | * Explains where courses fits within departmental degree requirements | * Connects course goals and content to other courses within the department and across the university * Explains fit of the course within students’ educational programs within the university |

From College of Arts and Sciences, University of New Mexico

https://artsci.unm.edu/for-faculty/docs/faculty/lecturer-forms/2.as-teaching-portfolio\_for-rpt-review.pdf