Educational System Guidelines
Organizational Unit Tier
Teaching & Learning Competencies
Intermediate Level

The following are competencies that have been extracted from the Educational System Guidelines for the Organizational Unit Tier. The underlying framework for these guidelines asserts that there are at least three tiers that impact student learning and development: 1) Learners, 2) Courses-Instructors, and 3) the Educational Organization in part or as a whole. The following are the Level 2 competencies found on these Educational System guidelines. Basically, organizational units (e.g., programs, departments, divisions, colleges, etc.) or the organization in its entirety at this basic level will need to be able to demonstrate the following proficiencies. Basic (Level 1) and Advanced (Level 3) competencies have also been created. The "*Core Competencies*" listed below correspond to those that are listed as "*Core Guidelines*" on the Educational System Guidelines for this Tier. For the Educated Citizen Areas listed, the organizational unit should be able to help students and instructors to develop in the area(s) listed for each competency. As it is used below, "organization" means either specific organizational units (e.g., programs, departments, divisions, colleges, etc.) or the organization as a whole. There are associated feedback forms and detailed explanations that accompany these.

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- *Objectives*:
  - The organization is able to provide the support instructors and learners need to better understand the relevancy of learning objectives for learners' professional, civic, and/or personal life. (*Core Competency*)
    - Instructor Educated Citizen area(s): Communication, Intercultural Competency
    - Student Educated Citizen area(s): Critical Thinking
- *Assessments*:
  - The organization can help instructors and learners to use assessment information to modify their teaching/ study strategies in real-time as courses unfold to better support learner progress in their courses. (*Core Competency*)
    - Instructor Educated Citizen area(s): Critical Thinking, Holism
    - Student Educated Citizen area(s): Critical Thinking, Holism
  - In addition to being able to help learners and instructors to be able to use objective-generated criteria to point out learners' strengths as well as areas for improvement, the organization can support learners and instructors in developing learning experiences that will help learners to apply this feedback and thereby improve their competencies. (*Core Competency*)
    - Instructor Educated Citizen area(s): Communication
    - Student Educated Citizen area(s): Critical Thinking, Holism
  - The organization can work with learners and instructors to minimize bias for specific evidence-based assessments and to establish their validity and reliability in helping to improve learning and development.
    - Instructor Educated Citizen area(s): Critical Thinking
    - Student Educated Citizen area(s): Critical Thinking
  - In addition to providing training on self- and/or peer-assessments, the organization is able to provide support to instructors and learners to help them to apply the results of these self- and/or peer-assessments in order to increase student achievement.

- ▪ Instructor Educated Citizen area(s): Critical Thinking, Communication
- ▪ Student Educated Citizen area(s): Critical Thinking
- *Activities, Organization, & Resources*:
  - o The organization can help learners and instructors to cultivate an environment where students learn about each other's diverse perspectives, critically reflect on these, and/or help one another to engage with relevant KSAs* more extensively. (*Core Competency*)
    - ▪ Instructor Educated Citizen area(s): Intercultural Competency
    - ▪ Student Educated Citizen area(s): Intercultural Competency, Communication
  - o The organization is able to provide support for more complex higher order thinking skills (e.g., synthesizing, creating, innovating, etc.) and/or encourages learners and instructors to challenge assumptions in course concepts, materials, activities, etc. (*Core Competency*)
    - ▪ Instructor Educated Citizen area(s): Critical Thinking
    - ▪ Student Educated Citizen area(s): Critical Thinking
  - o The organization can expand the options for learners' and instructors' responsible use of relevant interactive technologies to support learning. The organization is able to provide training so that technologies are integral to engagement with learning as well as to help improve intermediate technical skills for both learners and instructors.
    - ▪ Instructor Educated Citizen area(s): Holism
    - ▪ Student Educated Citizen area(s): Holism
  - o The organization can provide training for learners and instructors on how to adapt relevant KSAs* for authentic contexts/scenarios in order to address a given real-world problem or issue.
    - ▪ Instructor Educated Citizen area(s): Holism, Civic Engagement
    - ▪ Student Educated Citizen area(s): Critical Thinking, Holism, Civic Engagement
  - o The organization is able to provide training to learners and instructors on developing a variety of sequenced resources and learning experiences that scaffolds competency in key KSAs* that are matched to learners' experiences, needs, and interests and allow for choice. (*Core Competency*)
    - ▪ Instructor Educated Citizen area(s): Critical Thinking, Holism, Intercultural Competency
    - ▪ Student Educated Citizen area(s): Critical Thinking, Holism, Intercultural Competency
  - o *Mission-Centered Focus*: In addition to being able to help learners and instructors follow expectations for a positive learning climate, the organization can support activities that require respectful interaction, mutual support, and individual/group responsibility for the learning environment.
    - ▪ Instructor Educated Citizen area(s): Intercultural Competency, Communication
    - ▪ Student Educated Citizen area(s): Intercultural Competency, Communication
- *Teaching & Learning Theories*:
  - o The organization supports learners and instructors in using observations as well as evidence-based resources to inform and adjust their own holistic learning theories. (*Core Competency*)
    - ▪ Instructor Educated Citizen area(s): Critical Thinking, Communication, Holism
    - ▪ Student Educated Citizen area(s): Critical Thinking, Communication, Holism
  - o The organization is able to provide training to learners and instructors on utilizing one or more evidence-based active teaching & learning strategies and how to adapt these strategies for their current courses. (*Core Competency*)
    - ▪ Instructor Educated Citizen area(s): Critical Thinking, Intercultural Competency
    - ▪ Student Educated Citizen area(s): Critical Thinking
  - o The organization supports learners and instructors in drawing from evidence-based literature and data to design, implement, and evaluate teaching/learning strategies. The organization is also able to help ensure that there is direct alignment among course as well as module/unit/weekly

objectives, activities, and assessments for the teaching/ learning strategies being used by learners/instructors. (*Core Competency*)

- Instructor Educated Citizen area(s): Critical Thinking, Holism
- Student Educated Citizen area(s): Critical Thinking, Holism

- *Learner Background Considerations*:
  - The organization can support learners and instructors in using learners' relevant prior knowledge, interests, skills, and capabilities to plan multiple learning experiences/strategies and assessments that allow for learner choice in pursuing and demonstrating their achievement of learning goals. The organization is able to help learners and instructors to adapt teaching/ learning strategies and use modified ADA resources to address all current learners' needs, interests, capabilities, etc. (*Core Competency*)
    - Instructor Educated Citizen area(s): Critical Thinking, Intercultural Competency
    - Student Educated Citizen area(s): Critical Thinking, Holism
  - The organization can provide training that helps learners and instructors to plan multiple culturally appropriate pathways of teaching/learning experiences and assessments that allow for learner choice in pursuing and demonstrating their achievement of learning objectives in light of learners' relevant cultural locations (e.g., SES, ethnicity, gender, age, etc.).
    - Instructor Educated Citizen area(s): Critical Thinking, Intercultural Competency
    - Student Educated Citizen area(s): Critical Thinking, Intercultural Competency
  - *Mission-Centered Focus*: The organization is able to provide training to learners and instructors on developing teaching/learning strategies that facilitate learners' direct engagement with diverse people from under-represented and marginalized populations. The organization can also intentionally foster a culture where learners and instructors assist one another in exploring how their own biases can affect their perceptions and actions, particularly as these biases relate to under-represented and marginalized communities. (*Core Competency*)
    - Instructor Educated Citizen area(s): Civic Engagement, Intercultural Competency
    - Student Educated Citizen area(s): Civic Engagement, Intercultural Competency

- *Professional Development, Leadership, & Evidence-Based Practice*:
  - The organization is able to aid learners and instructors in using personal reflections and feedback from one another, peers, and mentors to identify areas of ongoing professional development and participate in learning experiences that address these identified areas of improvement. (*Core Competency*)
    - Instructor Educated Citizen area(s): Critical Thinking, Holism
    - Student Educated Citizen area(s): Critical Thinking, Holism
  - The organization can provide opportunities for learners and instructors to engage in institutional decision making processes with one another to identify common goals, develop strategies for pursuing these goals, and evaluate progress towards them. The organization is also able to support learners and instructors in actively and consistently contributing to the growth of others through mentoring, feedback, and sharing of practice.
    - Instructor Educated Citizen area(s): Civic Engagement, Intercultural Competency, Holism
    - Student Educated Citizen area(s): Civic Engagement, Intercultural Competency, Holism
  - The organization can empower learners and instructors to collaborate with one another and colleagues to jointly conduct evidence-based and/or scholarly projects that improve instructional and/or discipline-specific practices for themselves and/or others. (*Core Competency*)
    - Instructor Educated Citizen area(s): Critical Thinking, Civic Engagement
    - Student Educated Citizen area(s): Critical Thinking, Civic Engagement

KSAs* - Knowledge, Skills, and/or Attitudes