

## ***Educational System Guidelines***

### ***Organizational Unit Tier***

### ***Teaching & Learning Competencies***

### ***Advanced 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 3 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 Intermediate (Level 2) 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 can work to foster a culture where instructors and learners collaborate in developing personalized learning objectives that align with accreditation, institutional, and/or discipline-specific standards and are relevant for learners’ professional, civic, and/or personal life. The organization is also able to provide support to instructors and learners on how to ensure that learners are able to articulate how the activities in courses relate to these personalized objectives. (*Core Competency*)
    - Instructor Educated Citizen area(s): Communication, Intercultural Competency
    - Student Educated Citizen area(s): Critical Thinking
- **Assessments:**
  - The organization can empower instructors and learners to work collaboratively to select and analyze a variety of assessments that will help them to better understand what is influencing learner progress. The organization is also able to support instructors and learners to then use this data to help scaffold individual learner development towards learning objectives. (*Core Competency*)
    - Instructor Educated Citizen area(s): Critical Thinking, Holism
    - Student Educated Citizen area(s): Critical Thinking, Holism
  - In addition to being able to support learners and instructors in being able to design learning experiences that will help learners to apply assessment feedback and thereby improve, the organization can cultivate an environment where instructors and learners work together to build self-regulated learning skills, helping learners to reflect on their own performance and to then develop and apply concrete strategies for how they will continue to improve their progress towards learning goals. (*Core Competency*)
    - Instructor Educated Citizen area(s): Communication
    - Student Educated Citizen area(s): Critical Thinking, Holism

- In addition to being able to foster a collaborative culture when striving to follow evidence-based recommendations for assessments, 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, Intercultural Competency
  - Student Educated Citizen area(s): Critical Thinking
- The organization is able to intentionally foster a culture where instructors and learners work collaboratively to generate assessment criteria. The organization also then help them to apply these criteria to self- and/or peer-assessments to improve learning and development.
  - Instructor Educated Citizen area(s): Critical Thinking, Communication
  - Student Educated Citizen area(s): Critical Thinking
- *Activities, Organization, & Resources:*
  - In addition to being able to cultivate an environment where students learn about each other's diverse perspectives and critically reflect on these, the organization can provide training to instructors and learners so that long-term group projects/activities require groups to collaborate in substantive ways (e.g., decision-making, exploration, invention, etc.) in relation to relevant KSAs\*. (*Core Competency*)
    - Instructor Educated Citizen area(s): Intercultural Competency
    - Student Educated Citizen area(s): Intercultural Competency, Communication
  - The organization can help learners and instructors to collaboratively design and implement higher order learning experiences that are aligned with learning objectives, result in a variety of outcomes and artifacts, and that build on learners' interests and backgrounds. (*Core Competency*)
    - Instructor Educated Citizen area(s): Critical Thinking
    - Student Educated Citizen area(s): Critical Thinking
  - The organization is able to support a culture where instructors and learners collaborate in identifying relevant interactive technologies that redefine learning processes in significant ways. These technologies should be essential in order to engage in the learning experiences and the organization provides training and support for advanced technical skills.
    - Instructor Educated Citizen area(s): Holism
    - Student Educated Citizen area(s): Holism
  - The organization can help learners and instructors to collaboratively identify real-world problems or issues in authentic contexts/scenarios that require KSA\* adaptations and supports them in carrying out plans to directly address these issues.
    - Instructor Educated Citizen area(s): Holism, Civic Engagement
    - Student Educated Citizen area(s): Critical Thinking, Holism, Civic Engagement
  - The organization is able to foster an environment where learners and instructors work collaboratively to identify sustained and varied pathways to the development of key KSAs\* using a range of resources, learning experiences, and ways of demonstrating scaffolded progress towards these KSAs\*. (*Core Competency*)
    - Instructor Educated Citizen area(s): Critical Thinking, Holism, Intercultural Competency
    - Student Educated Citizen area(s): Critical Thinking, Holism
  - *Mission-Centered Focus:* The organization can intentionally help instructors and learners to collaborate in developing and applying expectations for a learning climate that includes openness, mutual respect, and positive peer relationships.
    - Instructor Educated Citizen area(s): Intercultural Competency, Communication
    - Student Educated Citizen area(s): Intercultural Competency, Communication
- *Teaching & Learning Theories:*

- Recognizing that students learn and develop in diverse ways, and building on Level 2, the organization fosters a collaborative culture that helps learners and instructors to develop and utilize multiple evidence-based holistic learning theories to help guide learning and development as well as to be able to articulate when and how each theory is being utilized. (*Core Competency*)
  - Instructor Educated Citizen area(s): Critical Thinking, Communication, Holism
  - Student Educated Citizen area(s): Critical Thinking, Communication, Holism
- The organization can help learners and instructors to recognize that students learn in diverse ways and to therefore collaboratively develop multiple evidence-based active teaching & learning strategies. The organization is able to then empower learners and instructors to select personalized and active ways of engaging with relevant KSAs\* and to ensure that these varied pathways align with learning objectives. (*Core Competency*)
  - Instructor Educated Citizen area(s): Critical Thinking, Intercultural Competency
  - Student Educated Citizen area(s): Critical Thinking
- The organization fosters a culture where learners' and instructors' collaborate with others in evidence-based design, implementation, and evaluation of teaching/learning strategies. The organization is also able to help ensure alignment for the following teaching/learning elements: objectives, activities, assessments, teaching/learning strategies, learner/instructor backgrounds, and teaching/learning theories. (*Core Competency*)
  - Instructor Educated Citizen area(s): Critical Thinking, Holism
  - Student Educated Citizen area(s): Critical Thinking, Holism
- *Learner Background Considerations:*
  - The organization is able to foster a culture where learners and instructors collaborate in adapting multiple teaching/learning goals, strategies, activities, resources, and/or assessments to build upon learners' relevant prior knowledge, interests, skills, and capabilities. The organization can also help learners and instructors to collaborate in expanding the range of ADA resources to enable all learners to exceed high standards. (*Core Competency*)
    - Instructor Educated Citizen area(s): Critical Thinking, Intercultural Competency
    - Student Educated Citizen area(s): Critical Thinking, Holism
  - The organization can support learners and instructors in collaborating to develop different culturally appropriate pathways to pursue learning objectives. The organization is also able to support collaboration with a broad range of specialists and/or community members to address learners' cultural needs and to integrate diverse cultural resources, practices, and perspectives into teaching/learning.
    - Instructor Educated Citizen area(s): Critical Thinking, Intercultural Competency
    - Student Educated Citizen area(s): Critical Thinking, Intercultural Competency
  - *Mission-Centered Focus:* The organization can assist learners and instructors in pursuing learning objectives by engaging with activities that facilitate their development of advanced intercultural and civic engagement competencies, particularly with under-represented and marginalized communities. The organization is also able to provide opportunities and support for learners and instructors to proactively work for equity and justice in solidarity with 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:*
  - In addition to being able to help learners and instructors to identify and pursuing their own learning, the organization is able to help them to collaborate with one another and/or peers to

collectively create, reflect upon, analyze, and improve professional development opportunities that address identified areas of discipline-specific and/or educational improvement. (*Core Competency*)

- Instructor Educated Citizen area(s): Critical Thinking, Holism
- Student Educated Citizen area(s): Critical Thinking, Holism
- The organization can intentionally mentor learners and instructors as leaders in identifying and advocating for continuous evaluation and improvement of the institution's vision, mission, and goals that support quality learning and development. The organization is also able to empower learners and instructors to actively mentor and motivate one another to participate in institutional leadership roles.
  - Instructor Educated Citizen area(s): Civic Engagement, Intercultural Competency, Holism
  - Student Educated Citizen area(s): Civic Engagement, Intercultural Competency, Holism
- The organization can support learners and instructors in working collaboratively to conduct evidence-based and/or scholarly projects that have an impact on one's educational and/or discipline-specific theories, practices, and/or policies more broadly. The organization is also able to provide the resources and support that learners and instructors need in order to disseminate the results of these projects via presentations and/or publications. (*Core Competency*)
  - Instructor Educated Citizen area(s): Critical Thinking, Civic Engagement, Communication
  - Student Educated Citizen area(s): Critical Thinking, Civic Engagement, Communication

KSAs\* - Knowledge, Skills, and/or Attitudes