

## ***Educational System Guidelines***

### ***Course-Instructor Tier***

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

### ***Advanced Level***

The following are competencies that have been extracted from the Educational System Guidelines for the Course-Instructor 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, instructors at this advanced 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 instructor should be able to develop in the respective area(s) by engaging with the given competency. The instructor should also be able to help students to develop in the area(s) listed for each competency. There are associated feedback forms and detailed explanations that accompany these competencies. We have also compile numerous statistics and citations that support each of these guidelines.

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- ***Objectives:***
  - The instructor is able to collaborate with learners and external resources in identifying personalized learning objectives to reach long term goals that align with accreditation, institutional, and/or discipline-specific standards and are relevant 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
  - Instructor is able to ensure that learners are able to articulate the learning objectives in their own words and can describe how the activities in the course relate to these objectives. (*Core Competency*)
    - Instructor Educated Citizen area(s): Communication, Intercultural Competency
    - Student Educated Citizen area(s): Critical Thinking
- ***Assessments:***
  - The instructor is able to works with colleagues and learners to select and analyze a variety of assessments that will help them to better understand what is influencing learner progress. The instructor is able to work with learners to then use this data to help scaffold individual learner development towards the 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 design learning experiences that will help learners to apply assessment feedback and thereby improve, the instructor is able to work with learners to build self-regulated learning skills, helping them to reflect on their own performance and to then develop and apply concrete strategies for how they will continue to improve in the course. (*Core Competency*)
    - Instructor Educated Citizen area(s): Communication
    - Student Educated Citizen area(s): Critical Thinking, Holism

- In addition to being able to collaborate with others when working to follow evidence-based recommendations for assessments, the instructor is able to work with learners and others to minimize bias for specific evidence-based assessments and to establish their validity and reliability based on course data.
  - Instructor Educated Citizen area(s): Critical Thinking, Intercultural Competency
  - Student Educated Citizen area(s): Critical Thinking
- The instructor is able to work collaboratively with learners to generate assessment criteria. The instructor is then able to help learners build their self-regulated learning skills by guiding them in analyzing and applying the results of self- and/or peer-assessment data to improve their performance.
  - Instructor Educated Citizen area(s): Critical Thinking, Communication
  - Student Educated Citizen area(s): Critical Thinking
- *Activities, Organization, & Resources:*
  - In addition to being able to help students learn about each other's diverse perspectives and critically reflect on these, the instructor is able to facilitate long-term group projects/activities where groups are required to collaborate in substantive ways (e.g., decision-making, problem solving, exploration, invention, etc.). (*Core Competency*)
    - Instructor Educated Citizen area(s): Intercultural Competency
    - Student Educated Citizen area(s): Intercultural Competency, Communication
  - The instructor is able to help learners to design and implement higher order thinking 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 instructor is able to collaborate with learners in identifying relevant interactive technologies that redefine course activities in significant ways. The technologies are essential in order to engage in learning experiences and advanced technical skills may also be required.
    - Instructor Educated Citizen area(s): Holism
    - Student Educated Citizen area(s): Holism
  - The instructor is able to help learners to identify a real-world problem or issue in an authentic context/scenario that requires relevant KSAs\* adaptations and requires them to carry out a plan to directly address this issue.
    - Instructor Educated Citizen area(s): Holism, Civic Engagement
    - Student Educated Citizen area(s): Critical Thinking, Holism, Civic Engagement
  - The instructor is able to work with learners to identify sustained and varied pathways to the development of key course KSAs\* using a range of resources, learning experiences, and ways of demonstrating scaffolded progress towards these relevant 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 instructor is able to collaborate with learners in developing and applying expectations for a learning climate that includes openness, mutual respect, and positive peer relationships in the course.
    - 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 using observations of students as well as evidence-based resources, the instructor is able to collaborate with others to develop and

utilize multiple evidence-based holistic teaching and learning theories to help guide course development. They are also 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
- Recognizing that students learn and develop in diverse ways, the instructor is able to collaborate with learners and others in utilizing multiple evidence-based active teaching & learning strategies to help guide course development. The instructor is also able to empower learners to choose and/or develop their own active ways of engaging with course KSAs\* and ensure that these varied pathways align with course objectives. (*Core Competency*)
  - Instructor Educated Citizen area(s): Critical Thinking, Intercultural Competency
  - Student Educated Citizen area(s): Critical Thinking
- The instructor is able to collaborate with learners, colleagues, and external sources to engage in evidence-based course development. The instructor is able to ensure that there is direct alignment among course as well as module/unit/ weekly objectives, activities, assessments, teaching and learning theories, and learner background considerations. (*Core Competency*)
  - Instructor Educated Citizen area(s): Critical Thinking, Holism
  - Student Educated Citizen area(s): Critical Thinking, Holism
- *Learner Background Considerations:*
  - The instructor is able to collaborate with learners in adapting multiple course objectives, activities, resources, and/or assessments to build upon learners' relevant prior knowledge, interests, skills, and capabilities. The instructor collaborates with learners and colleagues to expand the range of ADA resources that enables all learners to exceed high standards. (*Core Competency*)
    - Instructor Educated Citizen area(s): Critical Thinking, Intercultural Competency
  - The instructor is able to collaborate with learners to develop course elements and provide different culturally appropriate pathways to engaging with their courses. The instructor is also able to collaborate with a broad range of colleagues, specialists, and/or community members to understand and address learners' cultural needs and to integrate diverse cultural resources, practices, and perspectives into the class.
    - Instructor Educated Citizen area(s): Critical Thinking, Intercultural Competency
  - *Mission-Centered Focus:* In alignment with learning objectives, the instructor is able to develop activities that facilitate learners' development of advanced intercultural and civic engagement competencies, particularly with under-represented and marginalized communities. The instructor is also able to provide opportunities for learners 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 identifying and pursuing their areas of learning, the instructor is able to collaborate with colleagues to collectively create, reflect upon, analyze, and improve professional development opportunities that address identified areas of educational improvement. (*Core Competency*)
    - Instructor Educated Citizen area(s): Critical Thinking, Holism
  - The instructor is able to be a leader in identifying and advocating for continuous evaluation and improvement of institutional-wide vision, mission, and goals that support student learning and development. The instructor is also able to actively mentor and motivate colleagues to participate in institutional leadership roles.
    - Instructor Educated Citizen area(s): Civic Engagement, Intercultural Competency, Holism

- The instructor is able to work collaboratively to conduct evidence-based and/or scholarly projects that have an impact on one's educational discipline and/or educational theories, practices, and/or policies more broadly. The instructor is also able to work to disseminate the results of these projects via presentations and/or publications. (*Core Competency*)
  - Instructor Educated Citizen area(s): Critical Thinking, Civic Engagement, Communication

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