

Educational System Guidelines

Organizational Unit Tier

Teaching & Learning Competencies

Basic 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 1 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. Intermediate (Level 2) 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 can ensure that learners and instructors are aware of accreditation, institutional, and/or discipline-specific standards that can be used to develop measurable learning objectives. (*Core Competency*)
 - Instructor Educated Citizen area(s): Communication
- ***Assessments:***
 - The organization is able to provide training and support to instructors and learners on how to use multiple types of assessments to draw conclusions about learner progress towards learning objectives. (*Core Competency*)
 - Instructor Educated Citizen area(s): Critical Thinking, Holism
 - Student Educated Citizen area(s): Critical Thinking, Holism
 - The organization can empower instructors and learners to use assessment feedback that identifies strengths and weaknesses in learner performance and offers positive and concrete suggestions for how learners can improve their achievements using objective-generated criteria. (*Core Competency*)
 - Instructor Educated Citizen area(s): Communication
 - Student Educated Citizen area(s): Critical Thinking, Holism
 - The organization is able to provide ongoing training to instructors and learners on evidence-based practices in developing, implementing, interpreting, and applying specific assessments to improve learning.
 - Instructor Educated Citizen area(s): Critical Thinking
 - Student Educated Citizen area(s): Critical Thinking
 - The organization can provide instructors and learners with training to be able to use assessment criteria as the basis for self- and/or peer-assessments.
 - Instructor Educated Citizen area(s): Critical Thinking, Communication

- Student Educated Citizen area(s): Critical Thinking
- *Activities, Organization, & Resources:*
 - The organization is able to provide education for learners and instructors to know how to intentionally develop simple interactions among learners to support learning and development. (*Core Competency*)
 - Instructor Educated Citizen area(s): Intercultural Competency
 - Student Educated Citizen area(s): Intercultural Competency, Communication
 - The organization can help to guide learners and instructors in how to engage with simpler critical thinking skills (e.g., apply, analyze, and evaluate) for relevant course KSAs*. (*Core Competency*)
 - Instructor Educated Citizen area(s): Critical Thinking
 - Student Educated Citizen area(s): Critical Thinking
 - The organization is able to provide opportunities for learners and instructors to use relevant technologies in simpler ways that support but do not fundamentally change the learning processes. The organization provides training and support for very basic technology skills.
 - Instructor Educated Citizen area(s): Holism
 - Student Educated Citizen area(s): Holism
 - The organization is able to demonstrate the ability to support opportunities that help learners and instructors to know how to apply relevant course KSAs* in authentic contexts/scenarios in direct and unmodified ways.
 - Instructor Educated Citizen area(s): Holism, Civic Engagement
 - Student Educated Citizen area(s): Holism, Civic Engagement
 - The organization can support learners and instructors in developing activities that repeatedly engage key KSAs* and scaffolds learners' growing competencies in these areas (i.e., ensures achievement before moving on to new KSAs*). (*Core Competency*)
 - Instructor Educated Citizen area(s): Critical Thinking, Holism
 - Student Educated Citizen area(s): Critical Thinking, Holism
 - *Mission-Centered Focus:* The organization has explicit expectations for a safe and positive learning environment and there is evidence of behavior that includes respect and caring for one another.
 - Instructor Educated Citizen area(s): Intercultural Competency, Communication
 - Student Educated Citizen area(s): Intercultural Competency, Communication
- *Teaching & Learning Theories:*
 - The organization can provide training that helps learners and instructors to articulate their own holistic understandings of learning and development and how to adjust their teaching and/or learning strategies in light of these understandings. (*Core Competency*)
 - Instructor Educated Citizen area(s): Critical Thinking, Communication, Holism
 - Student Educated Citizen area(s): Critical Thinking, Communication, Holism
 - The organization is able to help learners and instructors to draw on specific active teaching & learning strategies and to apply these to help improve learning and development. (*Core Competency*)
 - Instructor Educated Citizen area(s): Critical Thinking
 - Student Educated Citizen area(s): Critical Thinking
 - The organization can provide training for learners and instructors in following some process to design, implement, and evaluate teaching/learning strategies. The organization is also able to help to ensure alignment among teaching/learning objectives, activities/ strategies, and assessments. (*Core Competency*)
 - Instructor Educated Citizen area(s): Critical Thinking, Holism
 - Student Educated Citizen area(s): Critical Thinking, Holism

- *Learner Background Considerations:*
 - The organization can help learners and instructors to draw on past experiences and external resources to adjust teaching/learning strategies to appropriately meet the diverse prior knowledge, interests, skills, and capabilities of learners. The organization is also able to provide training on how to apply interventions, modifications, and accommodations based on ADA requirements. (*Core Competency*)
 - Instructor Educated Citizen area(s): Critical Thinking, Intercultural Competency
 - Student Educated Citizen area(s): Critical Thinking, Holism
 - The organization is able to support learners and instructors in accessing resources to expand their understanding of the SES, ethnic, gender, age, etc. differences among learners and their communities and to then modify teaching/learning strategies in light of this.
 - Instructor Educated Citizen area(s): Critical Thinking, Intercultural Competency
 - Student Educated Citizen area(s): Critical Thinking, Intercultural Competency
 - *Mission-Centered Focus:* The organization can provide support for learners and instructors to engage multiple cultural perspectives and experiences of under-represented and marginalized communities in the pursuit of learning objectives. The organization is also able to help learners and instructors to explore how their own personal biases can affect 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 can provide support for learners and instructors to engage in structured individual and/or group professional development opportunities that help them to stay current with essential KSAs* in their discipline-specific and/or educational role(s). (*Core Competency*)
 - Instructor Educated Citizen area(s): Critical Thinking, Holism
 - Student Educated Citizen area(s): Critical Thinking, Holism
 - The organization is able to actively empower learners and instructors to participate in school-wide efforts to implement a shared vision and to actively contribute to a supportive and collaborative institutional culture.
 - Instructor Educated Citizen area(s): Civic Engagement, Intercultural Competency, Holism
 - Student Educated Citizen area(s): Civic Engagement, Intercultural Competency, Holism
 - The organization can help learners and instructors to improve their discipline-specific and/or educational practices through evidence-based and/or scholarly projects. (*Core Competency*)
 - Instructor Educated Citizen area(s): Critical Thinking
 - Student Educated Citizen area(s): Critical Thinking

KSAs* - Knowledge, Skills, and/or Attitudes