

Educational System Guidelines

Course-Instructor Tier

Teaching & Learning Competencies

Intermediate 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 2 competencies found on these Educational System guidelines. Basically, instructors at this intermediate 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 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 feedback forms and detailed explanations that accompany these. We have also compile numerous statistics and citations that support each of these guidelines.

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- ***Objectives:***
 - While retaining alignment with accreditation, institutional, and/or discipline-specific standards, the instructor is able to refine learning objectives based on current students’ professional, civic, and/or personal lives. (*Core Competency*)
 - Instructor Educated Citizen area(s): Intercultural Competency
 - The instructor can clearly communicate/present learning objectives to students and can effectively support learners’ sustained attention on the objectives. (*Core Competency*)
 - Instructor Educated Citizen area(s): Communication
 - Student Educated Citizen area(s): Critical Thinking
- ***Assessments:***
 - The instructor is able to use data from multiple types of assessments to adjust instruction in real-time as the course unfolds to provide additional and/or alternative supports for current learners. (*Core Competency*)
 - Instructor Educated Citizen area(s): Critical Thinking, Holism
 - In addition to being able to use objective-generated criteria to point out learners’ strengths as well as areas for improvement, the instructor is able to design learning experiences that will help learners to apply this feedback and thereby improve their competencies. (*Core Competency*)
 - Instructor Educated Citizen area(s): Communication
 - The instructor is able to work 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
 - In addition to being able to assist learners in examining their own and/or each other’s work in relation to given criteria, the instructor is able to help learners to apply the results of self- and/or peer-assessments in order to strengthen their performance.
 - Instructor Educated Citizen area(s): Critical Thinking, Communication
 - Student Educated Citizen area(s): Critical Thinking

- **Activities, Organization, & Resources:**
 - The instructor is able to facilitate students learning about each other's diverse perspectives, critically reflecting on these, and/or helping one another to engage with relevant KSAs* in improved ways. (*Core Competency*)
 - Instructor Educated Citizen area(s): Intercultural Competency
 - Student Educated Citizen area(s): Intercultural Competency, Communication
 - The instructor is able to facilitate more complex higher order thinking skills (e.g., synthesizing, creating, innovating, etc.) and/or can guide learners in challenging assumptions inherent in concepts, skills, materials, theories, methods, activities, etc. (*Core Competency*)
 - Instructor Educated Citizen area(s): Critical Thinking
 - Student Educated Citizen area(s): Critical Thinking
 - The instructor is able to expand the options for learners' responsible use of relevant and more interactive technologies to improve learning. The technologies are integral to engagement with learning experiences and intermediate technical skills are required of the learner.
 - Instructor Educated Citizen area(s): Holism
 - Student Educated Citizen area(s): Holism
 - The instructor is able to guide learners in adapting 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
 - The instructor is able to plan a variety of sequenced resources and learning experiences that scaffolds competency in key course KSAs* and are matched to the experiences, needs, and interests of learners and allow for learner choice. (*Core Competency*)
 - Instructor Educated Citizen area(s): Critical Thinking, Holism, Intercultural Competency
 - *Mission-Centered Focus:* In addition to having clear expectations for a positive learning climate, the instructor is able to develop activities and assessments that require respectful interaction, mutual support, and individual/group responsibility for the class environment.
 - Instructor Educated Citizen area(s): Intercultural Competency, Communication
 - Student Educated Citizen area(s): Intercultural Competency, Communication
- **Teaching & Learning Theories:**
 - The instructor is able to use observations of students as well as evidence-based resources to inform their own holistic teaching and learning theories. Based upon this information, they adjust their course. (*Core Competency*)
 - Instructor Educated Citizen area(s): Critical Thinking, Communication, Holism
 - The instructor can utilize one or more evidence-based active teaching & learning strategies and is able to articulate how they have adapted these strategies for the current course. (*Core Competency*)
 - Instructor Educated Citizen area(s): Critical Thinking, Intercultural Competency
 - The instructor is able to draw from evidence-based literature and data to support course development (e.g., design, implementation, and evaluation). The instructor is able to ensure that there is direct alignment among course as well as module/unit/weekly objectives, activities, and assessments. (*Core Competency*)
 - Instructor Educated Citizen area(s): Critical Thinking, Holism
- **Learner Background Considerations:**
 - In light of learners' relevant prior knowledge, interests, skills, and capabilities, the instructor is able to plan multiple learning experiences and assessments that allow for learner choice in pursuing and demonstrating their achievement of course objectives. The instructor adapts instruction and uses

modified ADA resources to address the learning needs of all current learners in the course. (*Core Competency*)

- Instructor Educated Citizen area(s): Critical Thinking, Intercultural Competency
- In light of learners' relevant cultural locations (e.g., SES, ethnicity, gender, age, etc.), the instructor is able to plan multiple culturally appropriate pathways of learning experiences and assessments that allow for learner choice in pursuing and demonstrating their achievement of course objectives.
 - Instructor Educated Citizen area(s): Critical Thinking, Intercultural Competency
- *Mission-Centered Focus*: In pursuit of learning objectives, the instructor is able to develop learning experiences that facilitate learners' direct engagement with diverse people from under-represented and marginalized populations. The instructor is able to assist learners in exploring how their own 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*:
 - Based on personal reflections and feedback from students, peers, and mentors, the instructor is able to identify areas of ongoing professional development and participate in learning experiences that address these identified areas of educational improvement. (*Core Competency*)
 - Instructor Educated Citizen area(s): Critical Thinking, Holism
 - The instructor is able to engage in institutional-wide decision making processes with colleagues to identify common goals, develop strategies for pursuing these goals, and evaluate progress towards them. The instructor is also able to actively and consistently contribute to the growth of others through mentoring, feedback, and sharing of practices.
 - Instructor Educated Citizen area(s): Civic Engagement, Intercultural Competency, Holism
 - The instructor is able to collaborate with colleagues at their institution to jointly conduct evidence-based and/or scholarly projects that improve teaching/learning for their own classes and/or the institution as a whole. (*Core Competency*)
 - Instructor Educated Citizen area(s): Critical Thinking, Civic Engagement

KSAs* - Knowledge, Skills, and/or Attitudes