



Faculty Evaluation Rubric

Name:	Semester: Fall / Spring	Session: 1 / 2 / 3	Year:	
Competency	Criteria	Exemplary	Proficient	Expectations Not Met
Competency 1: Create a presence in the course through the following	A. Weekly videos	Instructor provides more than six (6) videos that enhance the learning experience.	Instructor provides six (6) meaningful videos that enhance the learning experience.	Instructor provides fewer than six (6) videos and/or videos are not meaningful or do not enhance the learning experience.
	B. Engagement in discussions (online instructors)	Instructor participation in discussions exceeds 10% of total posts and occurs at least four (4) days per week. Discussion participation is meaningful and expands upon the students' interactions with the content and other students.	Instructor participation in discussions constitutes at least 10% of total posts and occurs at least four (4) days per week. Discussion participation is meaningful and expands upon the students' interactions with the content and other students.	Instructor participation in discussions constitutes less than 10% of total posts and does not expand upon students' interactions with the content and other students.
	C. Grading and Feedback	Instructor feedback provides individualized, clear direction on areas of success and areas for improvement. Instructor feedback provides additional resources and learning opportunities allowing students to delve deeper into content. Instructor completes grading within four (4) days of due dates.	Instructor feedback provides individualized, clear direction as appropriate on areas of success and areas for improvement. Instructor completes grading within four (4) days of due date.	Instructor feedback is unclear, lacks directions, and/or is rarely individualized. Instructor does not complete grading within four (4) days of due date.

Competency 2: Demonstrate competence in the following	A. Relevant area of subject matter expertise	Instructor is knowledgeable of course content, able to offer clarity, and answer questions. Instructor's knowledge of subject matter goes beyond course content and the instructor uses this knowledge to enhance the student learning experience.	Instructor is knowledgeable of course content, able to offer clarity, and answer questions	Instructor knowledge of course content is inconsistent and/or lacking.
	B. Knowledge and application of university policies and procedures	Not applicable	Instructor follows university policies and procedures without guidance from the Lead Adjunct Faculty Member and/or Program Director.	Instructor does not follow, and/or does not seek guidance in following, university policies and procedures.
	C. Knowledge and application of student support services	Not applicable	Instructor is knowledgeable of student support services and connects students with appropriate services when applicable.	Instructor lacks knowledge of student support services and does not connect students with appropriate resources when applicable.
	D. Culturally responsive teaching	Instructor uses knowledge and openness to create a positive learning environment for all learners. Instructor appropriately and effectively addresses cultural issues amongst classmates. Instructor is able to further educate students on cultural awareness.	Instructor uses knowledge and openness to create a positive learning environment for all learners. Instructor appropriately and effectively addresses cultural issues amongst classmates.	Instructor lacks cultural awareness, creating an ineffective learning environment.

	E. Technology relevant to teaching	Instructor is able to effectively use provided technology to enhance instruction and uses additional technology to enhance the student learning experience. Instructor is able to answer simple student questions about the technology being used in the course. Instructor uses additional technology to enhance the student learning experience.	Instructor is able to effectively use provided technology to enhance instruction. Instructor is able to answer simple student questions about the technology being used in the course. The instructor shows a willingness to ask for help when appropriate.	Instructor is unable to effectively use provided technology and/or instructor is unable to answer simple student questions about the provided technology. The instructor does not reach out for assistance with technology when needed.
Competency 3: Be responsive to student feedback and communication needs	A. Regular and timely communication and feedback with students in accordance with university policies	Not applicable	Instructor responds to student feedback and communication within 24 hours.	Instructor does not respond to student feedback and communication within 24 hours.
SELF-REPORT: List activities which demonstrated continued training and				
Competency 4 (SELF-REPORT): Participate in continued training and development	A. Area of subject matter expertise			
	B. Best practices in teaching and learning			
	C. University policies and procedures			
	D. Technology applicable to higher education			