

Department of Behavioral Sciences and Leadership's Teaching Excellence Award Program (Early Career- MA)

Assessment Mechanism Codes:

Committee Review: CR	Senior Faculty Observation: SFO
Mid-term Feedback: MF	Student Letters: SL
Peer Assessment: PA	Subordinate Assessment: SA
Program Director Assessment: PDA	Super-ordinate Assessment: SOA
Program Director Observation: PDO	Teaching Portfolio: TP
Outside Clients: OC	Video Tape: VT

EOC Survey Codes:

United States Military Academy Questions: USMA- #
 Behavioral Sciences & Leadership Questions: BS&L- #
 General Psychology for Leaders Questions: PL100-#

Excellent Teachers:

1. Are Concerned for Students

- a. Interpersonal (PDO, SFO, PDA, MF, SL, PA)
- Readily available for Additional Instruction. (BS&L 8, BS&L 15)
 - Establishes an exceptional rapport with students.(BS&L 14)
 - Coach and mentors at all levels of performance.
 - Genuinely interested in academic and personal development of each student. (USMA 3, BS&L 7)
- b. Respect (PDO, SFO, PDA, MF, SL, PA)
- Creates a positive environment that promotes education, growth, & participation. (BS&L 13)
 - Respectful to all students, cultures, religions, genders, and groups of people. (USMA 4)
 - Respects and encourages diverse points of view. (BS&L 12)

2. Enhance the Abilities and Broaden the Perspectives of Students

- a. Ownership and Broadening (PDO, SFO, PA, PA, SOA, MF)
- Promotes individual ownership of learning. (USMA 1)
 - Relates course material to experiences and application to Cadet, the Army or other civilian domains. (BS&L 4, BS&L 30, BS&L 19)

- ___ Students feel they have a greater understanding of the material and the ability to apply course material to become better leaders of character or other situation in life. (BS&L 27, BS&L 28, BS&L 29, BS&L 19, PL100 1, PL100 4, PL100 6)
- ___ Links course material back to the roles and principles of Officership (Cadet Leadership Development System). (BS&L 25, BS&L 30, PL100 7)

b. Intellectual Development (PDO, SFO, PA, PA, SOA, MF)

- ___ Fosters the development of creative, innovative, and critical thinking. (USMA 8, BS&L 31, BS&L 34, BS&L 26, BS&L 21)
- ___ Introduces multiple perspectives when possible. (BS&L 33)
- ___ Course material and classroom activities promote increase self-awareness in students. (BS&L 28, PL100 3)
- ___ Enhances cultural awareness. (PL100 5)
- ___ Encourages intellectual exchange of ideas and points of view. (USMA 5, BS&L 21)
- ___ Promotes peer learning. (USMA 5)
- ___ Stretches students to learn to the maximum of their abilities.
- ___ Promotes a greater understanding of human behavior. (PL100-1, PL100-3)

3. Are Innovators who Improve Courses and Curriculum.

a. Program and Course Development (PDA, PA, TP)

- ___ Develops new course (s) to meet educational needs or improve the program.
- ___ Develops new program (s) that enhance the educational experience of students.
- ___ Develops a clear and concise course guide which outlines the course goals and each lesson's objectives and performance objectives. (BS&L 18)
- ___ Significantly contributes to enhancing an area within an existing course or a custom text book.
- ___ Performance of administrative duties have an exceptional impact on a course.
- ___ Brings in outside resources to significantly enhance a course's educational value.
- ___ Selects textbook and other course materials that stimulate learning (BS&L 17)

b. Teaching Innovations (PDA, PDO, SFO, TP, PA, VT)

- ___ Develops new instructional strategies to more effectively present material.
- ___ Integrates their own or other's current research into the course or lessons.
- ___ Takes the initiative to add new material to course or lesson to improve the educational value.
- ___ Develops creative ways to integrate technology to have course level impact on the learning experience.

4. Inspires Students and Possess a Contagious Passion for Teaching

a. Intellectual Inspiration (SL, PDO, SFO)

- ___ Sparks Cadets' curiosity about the subject matter and learning. (USMA 6, USMA 7, BS&L 16, BS&L 5, BS&L 32, PL100 8)
- ___ Passionate about the course material. (BS&L 2)
- ___ Teaches with passionate energy. (BS&L 2)
- ___ Possesses a zeal for learning
- ___ Intellectually challenges students. (BS&L 24, BS&L 35)

b. Professional Inspiration (PDA, PDO, SFO, PA, SOA, SL, MF)

- ___ Lives and models the Army Values and the four roles and eight principles in Cadet Leader Development System (CLDS). (BS&L 10)
- ___ Engages Cadets in discussions about the profession.
- ___ Motivates Cadets' to become better leaders of character. (BS&L11)
- ___ Loyal to the chain of command and the USMA

5. Demonstrate Superior and Innovative Instruction Techniquesa. Engagement (VT, PDO, SFO, MF, CR)

- ___ Maximizes the use of Active Learning
- ___ Conducts effective pre-instructional activities to capture Cadets attention and to lay the ground work for instruction.
- ___ Varies instructional methods to present material in an interesting and engaging fashion.
- ___ Guides learning with diagrams, heuristics, and mnemonics, etc.
- ___ Maximizes opportunities to practice the main performance objectives for each lesson. (BS&L 3)
- ___ Uses open ended questions to stimulate discussion.
- ___ Encourages Cadets to participate in classroom discussions and activities. (USMA 5)
- ___ Researches questions he/she does not have the answers to and reports back by next class.
- ___ Gives challenging and fair exams that required students to use higher order learning skills versus simple recall of information. (BS&L 20, BS&L 22)
- ___ Conducts instruction in a professional manner.

b. Organization (VT, PDO, SFO, MF)

- ___ Presents the material in an orderly and logical manner.
- ___ Effectively organizes classroom to complement instructional strategy.
- ___ Effectively manages the classroom to facilitate instruction.

- ___ Instructor graded exams and papers in a timely manner and gave accurate feedback to promote learning. (BS&L 6)
- ___ Starts and finishes the class on time.
- ___ Links material together to provide students a broader understanding of how material throughout the course fits together.

c. Communication (VT, PDO, SFO, MF)

- ___ Innovatively incorporates various media sources to enhance the presentation and learning of the material. (USMA 2)
- ___ Answers Cadets' questions in a clear and satisfactory manner.
- ___ Speaks clearly and audibly (BS&L 1)
- ___ Makes eye contact with students.
- ___ Varies tone of voice to enhance instruction. (BS&L 1)
- ___ Gives Cadets accurate and precise feedback on their participation.
- ___ Ensures visual materials are clear and understandable

6. Continuously Build Their Knowledge (PDA, PDO, TP, PA)

a. Subject Area

- ___ Demonstrates a mastery of subject content in class. (BS&L 9)
- ___ Speaks with confidence and authority on subject.
- ___ Strives to broaden knowledge in subject by keeping current with theory development and research findings.
- ___ Demonstrates knowledge through presentations, publications, and other venues.

b. Teaching

- ___ Participate in the Center for Teaching Excellence's Master Teacher Program
- ___ Attend teaching conferences, workshops, or forums (e.g., CTE's Brownbag series on teaching).

7. Enhance the Abilities and Broaden the Perspectives of Other Teachers (PDA, PA, SOA)

a. Active Development of Others

- ___ Actively shares teaching strategies and course material with other teachers.
- ___ Shares teaching lessons learned with peers.
- ___ Attends other instructors' classes and provides development feedback
- ___ Creates intellectual stimulation in their associates.

b. Role Model (Leading by Example)

- ___ Frequently sought out by peers for teaching advice.

___ Serves as a teaching role model for other instructors.