

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

### 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)
- \_\_\_ **Academic mentorship in breadth and depth (e.g., serves as supervisor for senior thesis or an advisor for students in the Eisenhower Program.)**
- \_\_\_ **Fosters integrative developmental experiences for students (e.g., development of AIADs, bringing in key speakers, or planning enriching academic experiences both internal and external to USMA.**

### 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 Techniques**

##### a. 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 peer reviewed presentations and publications, and other venues (e.g., reviewing of subject area teaching materials).**

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).
- \_\_\_ Stay current with the teaching literature.

**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.
- Presents or publishes articles on teaching (e.g., Presents at the Center for Teaching Excellence's brownbag forums or publishes in the newsletter).**
- Actively involved in mentoring Cadets in the Department's Education Course**
- Serves as a teaching coach for the Center for Teaching Excellence**
- Serves as a coach for new faculty during Faculty Development Workshop and during the semester as needed**

b. Role Model (Leading by Example)

- Frequently sought out by peers for teaching advice
- Serves as a teaching role model for other instructors.
- Sets the example and mentors new faculty during Faculty Development Workshop and throughout the semester.**
- Engaged in teaching outreach (e.g., sharing best teaching practices with other departments' and / or educational institutions; helping the Center for Enhanced Performance develop Cadet Academic Tutors).**