

Department of Behavioral Sciences and Leadership's Teaching Excellence Award Program (Senior Level)

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)
 - Establishes a culture in the program that values and expects instructors to care and be concern for students' academic and professional welfare.**
- 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 in their Class, the Department, and other Academic Institutions.

- 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.**
- ___ **Establishes a culture in the program that values and expects instructors to stimulate intellectual development both inside and outside of the classroom.**

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)
- ___ **Ensures the program is contributing to the Dean's Education Goals and stays current with the discipline.**
- ___ **Integrates program with other programs in the Department and the USMA curriculum.**

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.
- ___ **Establishes a culture that values and encourages instructors to exercise innovation in teaching methods.**
- ___ **Ensures Program anticipates the needs of the Department, Academy, the Army, and the Discipline.**
- ___ **Ensures Program meets or exceeds appropriate comparison benchmarks**

4. Inspires Students Intellectual Curiosity in the Program, Department, Academy, & Other Institutions and also 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)

- ___ **Fits instructional techniques to match course goals and objectives**
- ___ Maximizes the use of Active Learning
- ___ Conducts effective pre-instructional activities to capture students' 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 students' 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 students 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).**
- ___ **Recognized as a Subject Matter Expert in the Core Knowledge of the Area (e.g., sought out to review textbooks, serve on editorial boards for peer reviewed journals, invited to write chapters or produce a book, or chair a symposium)**

b. Teaching

- ___ **Recognized as a teaching expert (e.g., invited to: present at a peer review symposium or conference; to serve as an organizer for symposium or conference on teaching; to serve as discussant for a program, workshop, or symposium at a peer reviewed conference; to write a book or a chapter on teaching; and to be a keynote speaker at a teaching conference or workshop).**
- ___ **Receive teaching awards from professional organizations.**

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).**
- ___ **Establishes a Legacy- those that served under their mentorship become excellent teachers.**