

Directions: Rate each benchmark as "Developing (1)", "Effective (2)", or "Expert (3)." For each benchmark, consult at least two sources of evidence and document them in the rubric. Reflective narratives, course materials, and student feedback must be consulted at least once. Evidence of learning and peer review may be required by some departments for some groups of faculty (e.g., pre-tenure), but must be specified in departmental procedures. If an instructor has made at least two significant contributions beyond the classroom, it should be noted with a checkmark and documented in the notes. The overall score will calculate automatically, but the Chair can override with an explanation.

EVIDENCE (two sources required for each benchmark)

BENCHMARK	ASSESSMENT	Reflective Narrative	Course Materials	Student Feedback	Evidence of Learning	Peer Review	NOTES
Course/Lesson Design		☐	☐			☐	
Instructional Strategies		☐	☐	☐		☐	
Student Support		☐	☐	☐		☐	
Pedagogical Development		☐	☐	☐	☐	☐	
Student Learning		☐		☐	☐		
Student Experience		☐		☐			

2 Significant Contributions to Teaching Beyond the Classroom	☐	☐					
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AEP Score	
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Average of 1.0 - 1.67 = Does Not Meet Expectations (1)
Average of 1.68 - 2.67 = Meets Most or All Expectations (2)
Average of 2.0 - 2.33, no 1s, & sig. contributions = Exceeds Expectations (3)
Average of 2.34 - 3.0 & no 1s = Exceeds Expectations (3)
Average of 3.0 & sig. contributions = Exceptional Performer (4)

Feedback for Instructor