

TABLE: Examples of evidence that could be included in a promotion case for each level of teaching achievement, structured within four evidence domains

	Self-assessment	Professional activities	Measures of student learning	Peer review and recognition
Effective teacher	Reflects on their educational approach and its development over time, identifying how it supports effective student learning in the context of the cohort, discipline and institution	<ul style="list-style-type: none"> - Details of courses taught (student numbers, nature of teaching, assessment methods, etc.) - Details of student support and guidance provided - Participation in certification and training in teaching and learning - Samples of course materials - Construction of a teaching portfolio 	<ul style="list-style-type: none"> - Student evaluation surveys and student interview feedback - Informal and unsolicited student feedback - Pass rates, attrition rates and student progression that can be attributed to specific courses - Examination/assessment results, benchmarked against other cohorts - Evaluation of student products or projects 	<ul style="list-style-type: none"> - Peer observation of teaching - Peer review of course content, objectives and materials and/or teaching portfolio - Review and letters of reference from teaching mentor - Letters of reference from: students, alumni, Director of Studies, Head of School and course/programme leaders
Skilled and collegial teacher	Reflects on their personal teaching philosophy and its development over time, as well as the role they play in nurturing an academic environment that advances collective educational excellence	<p>Sources listed for Effective Teacher, plus</p> <ul style="list-style-type: none"> - Mentoring and peer-coaching of teaching colleagues - Participation in programmes of educational reform, innovation and/or development - Membership of institutional educational committees - External examiner/trainer - Participation in teaching and learning conferences/events within and/or beyond their school or discipline 	<p>Sources listed for Effective Teacher, plus:</p> <ul style="list-style-type: none"> - Retrospective assessment by alumni - Assessments made by graduate recruiters and employers with respect to specific courses/experiences - Student and/or institutional prizes/achievements that can be linked to specific course/programme - Student learning journals - Concept tests (course level) 	<p>Sources listed for Effective Teacher, plus:</p> <ul style="list-style-type: none"> - Letters of reference from: staff mentees, external examiners and collaborators - Authorship of widely-used text books and e-learning materials - Pedagogical conference presentations - Institutional and national teaching awards/fellowships/prizes
Scholarly teacher	Reflects on their personal teaching philosophy, describing how evidence-informed approaches are used to contribute to both student learning and pedagogical knowledge	<p>Sources listed for Skilled and Collegial Teacher, plus:</p> <ul style="list-style-type: none"> - Active use of 'Action Research' methods in their teaching practices - Invited speaker at key events in teaching and learning - Reviewer of scientific papers and articles about teaching and learning within and/or beyond own discipline - Visiting/honorary position held at other institutions - Active member of teaching and learning research group 	<p>Sources listed for Skilled and Collegial Teacher, plus:</p> <ul style="list-style-type: none"> - Students' self-reported learning gains (course level) - Student engagement surveys (course level) 	<p>Sources listed for Skilled and Collegial Teacher, plus:</p> <ul style="list-style-type: none"> - Letters of reference from research collaborators - Refereed conference and journal publications in teaching and learning - Research grants and income for teaching and learning development projects
Institutional leader	Reflects on how their leadership in teaching and learning has helped to create an inclusive, supportive and aspirational learning environment that advances student learning	<p>Sources listed for Skilled and Collegial Teacher, plus:</p> <ul style="list-style-type: none"> - Leadership role in strategic institutional curriculum and/or policy development - Design and delivery of high-impact course innovation - Leadership of QA or accreditation processes - External reviewer/trainer/advisor 	<p>Sources listed for Skilled and Collegial Teacher, plus:</p> <ul style="list-style-type: none"> - Assessments made by graduate recruiters and employers - Students' self-reported learning gains, student engagement surveys (programme or institutional level) - Programme pass rates/progression rates - Concept tests or standardised tests (programme level) 	<p>Sources listed for Skilled and Collegial Teacher, plus:</p> <ul style="list-style-type: none"> - Letters of reference from senior university managers, external collaborators and those who have taken inspiration from the candidate's educational approaches - Reports from collaborators, external impact reports/case studies
National and global leader	Reflects on their national and global influence in teaching and learning, and their impact on advancing educational knowledge, collaboration and/or excellence	<p>Sources listed for Institutional Leader in Teaching and Learning, plus:</p> <ul style="list-style-type: none"> - Participation in government consultation committees - Invited speaker at national/global events in teaching and learning - Participation in and leadership of high-impact national and global educational programmes 	<p>Sources listed for Institutional Leader in Teaching and Learning, plus:</p> <ul style="list-style-type: none"> - Institutional surveys of student perception or experience - Institutional pass rates/progression rates - Standardised tests (institutional level) 	<p>Sources listed for Institutional Leader in Teaching and Learning, plus:</p> <ul style="list-style-type: none"> - Publications, citations, research grants and income within the field of teaching and learning - National and global press coverage - National/global awards and prizes