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<tr>
<th>Self-assessment</th>
<th>Professional activities</th>
<th>Measures of student learning</th>
<th>Peer review and recognition</th>
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<tbody>
<tr>
<td>Effective teacher</td>
<td>· Details of courses taught (student numbers, nature of teaching, assessment methods, etc.)&lt;br&gt;· Details of student support and guidance provided&lt;br&gt;· Participation in certification and training in teaching and learning&lt;br&gt;· Samples of course materials&lt;br&gt;· Construction of a teaching portfolio</td>
<td>· Student evaluation surveys and student interview feedback&lt;br&gt;· Informal and unsolicited student feedback&lt;br&gt;· Pass rates, attrition rates and student progression that can be attributed to specific courses&lt;br&gt;· Examination/assessment results, benchmarked against other cohorts&lt;br&gt;· Evaluation of student products or projects</td>
<td>· Peer observation of teaching&lt;br&gt;· Peer review of course content, objectives and materials and/or teaching portfolio&lt;br&gt;· Review and letters of reference from teaching mentor&lt;br&gt;· Letters of reference from: students, alumni, Director of Studies, Head of School and course/programme leaders</td>
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<td>Skilled and collegial teacher</td>
<td>· Mentoring and peer-coaching of teaching colleagues&lt;br&gt;· Participation in programmes of educational reform, innovation and/or development&lt;br&gt;· Membership of institutional educational committees&lt;br&gt;· External examiner/trainer&lt;br&gt;· Participation in teaching and learning conferences/events within and/or beyond their school or discipline</td>
<td>Sources listed for Effective Teacher, plus: &lt;br&gt;· Retrospective assessment by alumni&lt;br&gt;· Assessments made by graduate recruiters and employers with respect to specific courses/experiences&lt;br&gt;· Student and/or institutional prizes/achievements that can be linked to specific course/programme&lt;br&gt;· Student learning journals&lt;br&gt;· Concept tests (course level)</td>
<td>Sources listed for Effective Teacher, plus: &lt;br&gt;· Letters of reference from: staff mentees, external examiners and collaborators&lt;br&gt;· Authorship of widely-used text books and e-learning materials&lt;br&gt;· Pedagogical conference presentations&lt;br&gt;· Institutional and national teaching awards/fellowships/prizes</td>
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<td>Scholarly teacher</td>
<td>· Active use of 'Action Research' methods in their teaching practices&lt;br&gt;· Invited speaker at key events in teaching and learning&lt;br&gt;· Reviewer of scientific papers and articles about teaching and learning within and/or beyond own discipline&lt;br&gt;· Visiting/honorary position held at other institutions&lt;br&gt;· Active member of teaching and learning research group</td>
<td>Sources listed for Skilled and Collegial Teacher, plus: &lt;br&gt;· Students’ self-reported learning gains (course level)&lt;br&gt;· Student engagement surveys (course level)</td>
<td>Sources listed for Skilled and Collegial Teacher, plus: &lt;br&gt;· Letters of reference from research collaborators&lt;br&gt;· Refereed conference and journal publications in teaching and learning&lt;br&gt;· Research grants and income for teaching and learning development projects</td>
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<td>Institutional leader</td>
<td>· Leadership role in strategic institutional curriculum and/or policy development&lt;br&gt;· Design and delivery of high-impact course innovation&lt;br&gt;· Leadership of QA or accreditation processes&lt;br&gt;· External reviewer/trainer/advisor</td>
<td>Sources listed for Skilled and Collegial Teacher, plus: &lt;br&gt;· Assessments made by graduate recruiters and employers&lt;br&gt;· Students’ self-reported learning gains, student engagement surveys (programme or institutional level)&lt;br&gt;· Programme pass rates/progression rates&lt;br&gt;· Concept tests or standardised tests (programme level)</td>
<td>Sources listed for Skilled and Collegial Teacher, plus: &lt;br&gt;· Letters of reference from senior university managers, external collaborators and those who have taken inspiration from the candidate’s educational approaches&lt;br&gt;· Reports from collaborators, external impact reports/case studies</td>
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<td>National and global leader</td>
<td>· Participation in government consultation committees&lt;br&gt;· Invited speaker at national/global events in teaching and learning&lt;br&gt;· Participation in and leadership of high-impact national and global educational programmes</td>
<td>Sources listed for Institutional Leader in Teaching and Learning, plus: &lt;br&gt;· Institutional surveys of student perception or experience&lt;br&gt;· Institutional pass rates/progression rates&lt;br&gt;· Standardised tests (institutional level)</td>
<td>Sources listed for Institutional Leader in Teaching and Learning, plus: &lt;br&gt;· Publications, citations, research grants and income within the field of teaching and learning&lt;br&gt;· National and global press coverage&lt;br&gt;· National/global awards and prizes</td>
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