

Faculty of Education and Culture

TITLE OF DOCENT, THE EVALUATION OF TEACHING COMPETENCE AND GUIDELINES FOR TEACHING DEMONSTRATION

Under Article 89 of the Universities Act, the university may grant the title of docent to an applicant who possesses comprehensive expertise in their field, the ability to independently conduct research or artistic work as demonstrated by publications or by other means, and a **good teaching competence**.

The presentation of teaching merits in the application

Teaching merits must be presented according to the following structure

1. Views on teaching philosophy (learning, teaching and guidance)
2. Pedagogical education and pedagogical skills
 - pedagogical education
 - continuous development of teaching skills
 - awards and acknowledgements received for good teaching performance
 - other merits
3. Practical experience in teaching and guidance
 - activities as a teacher (teaching positions/roles) and an educator: the quality and quantity of tasks
 - bachelor's, master's and doctoral thesis supervision
 - special duties in doctoral education
 - participation in the evaluation of teaching
4. Educational leadership
 - leadership of teaching and education projects
 - responsibility for modules and activities
5. The development of teaching and guidance competence
 - taught courses
 - supervised theses
 - activities as teacher tutor/personal study plan counsellor
 - the usage of teaching methods
 - the production of research-based teaching materials
 - teaching and guidance practices that promote students' learning and skills

6. Community-based teaching development
 - cooperation with teachers, students and working life
 - cross-scientific cooperation
 - curriculum work
 - international activities
 - pedagogical leadership
7. Other teaching merits
 - the evaluations/appraisals of previous teaching demonstrations
 - analysed student feedback; peer reviews; the utilisation of feedback in teaching and other activities
 - honours and awards received for teaching

The portfolio on teaching merits should be five (5) pages maximum, and the information must be reliably documented.

The evaluation is comprehensive, with a special focus on

- the applicant's views on teaching, learning and guidance and the applicant's pedagogical education
- practical activities and experience in teaching and guidance
- the independent and community-based development of teaching and guidance activities
- the evaluations of teaching and guidance activities

Teaching demonstration and its evaluation

After the applicant has received strong approval from experts regarding his/her scientific competence for the title of docent, the applicant's teaching and guidance competence will be evaluated. The applicant will provide a teaching demonstration unless, under specific conditions, it is considered unnecessary. The teaching demonstration is public and is evaluated by the research development committee. The applicant is deemed to possess the good teaching skills required from a docent if the applicant's teaching demonstration receives at a minimum grade of "good".

Upon the development committee's proposal, the dean may exempt the applicant from the teaching demonstration if the applicant's teaching skills can be confirmed on the basis of their teaching portfolio.

The applicant may choose the topic of their teaching demonstration. The method of implementation will be decided by the research development committee. The topic must be announced by the deadline provided.

The assessment of a teaching demonstration

The evaluation of a teaching demonstration focuses on the mastery of scientific subject matter in relation to the field of the applied docentship and the

topic of the presentation, the pedagogical skills of the applicant and the success of the implementation.

In addition, the evaluation of a teaching demonstration focuses on the structure and the method of presentation. In practice, the focus is on the applicant's performance with regards to:

- explaining the topic to his/her audience
- providing arguments and examining analytically presented ideas and claims
- structuring the context of learning and interaction
- pedagogizing his/her scientific expertise (by utilising up-to-date research data)
- acting in an encouraging, thought-provoking and interactive manner

The teaching demonstration is graded on the following scale: excellent, good, satisfactory, fail. A failed teaching demonstration cannot be compensated by other teaching merits. An applicant who has received a fail for his/her teaching demonstration may be given one retake opportunity.

The application of the guidelines

If an applicant refuses or fails to be present without an acceptable reason on the date of the demonstration, of which he/she has been informed within a reasonable time, the committee will declare it impossible to evaluate the applicant's teaching competence.

Decisions concerning the application of the guidelines for teaching demonstrations are made by the dean of the Faculty of Education and Culture, who can also provide divergent or complementary instructions if necessary.

The guidelines enter into force on January 1, 2020.

With respect to applications received by the faculty before their entry into force, the guidelines regarding the presentation of teaching merits are followed where applicable, and applicants are given the opportunity to complement their applications if necessary.