

11.9.2023

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 teaching portfolio that is attached to the application letter

Teaching merits must be presented according to the following structure:

1. Views on teaching and education philosophy
 - views on learning, teaching, guidance and their theory
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

Evaluation of teaching competence and teaching demonstration

Once the applicant has received clearly favourable statements from experts regarding their scientific competence for the title of docent, the applicant's teaching and guidance competence will be evaluated. The applicant is deemed to possess the good teaching skills required from a holder of a title of docent if the applicant's teaching skills are evaluated as good based on the teaching demonstration and other teaching merits.

As part of the evaluation of teaching competence, the applicant will provide a teaching demonstration, unless, under specific conditions, it is considered unnecessary. The teaching demonstration is public and it is evaluated by the Working Group on Research Development, which may invite additional experts to the evaluation.

Upon the proposal of the Working Group on Research Development, the Dean may exempt the applicant from the teaching demonstration if the applicant's teaching competence can be confirmed to be good on the basis of their teaching merits.

The applicant chooses the topic and language of their teaching demonstration and the degree level of the imagined target audience. The Working Group on

Research Development decides whether the teaching demonstration will be organised remotely or on campus. The applicant must announce the topic of the teaching demonstration by the provided deadline. The duration of the teaching demonstration is 20 minutes.

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 title of docent, the topic of the presentation and the imagined target audience, 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 their audience
- providing arguments and examining analytically the presented ideas and claims
- structuring the context of learning and interaction
- pedagogising their scientific expertise (by utilising up-to-date research data)
- acting in an encouraging, thought-provoking and interactive manner

The current criteria for assessing teaching competence of the University is used in evaluating the teaching demonstration. A failed demonstration or a demonstration evaluated with the lowest grade cannot be compensated by other teaching merits, but the Working Group on Research Development may give the applicant 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 they have been informed within a reasonable time, the teaching demonstration will be considered failed.

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 September 11, 2023.

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.