

Assessment Rubric for New Faculty Initiative Portfolio

Expectation/Artifact	Exceeds Expectation	Meets Expectation	Approximates Expectation	Does not meet expectation
Deepen understanding of self in context of the political, racial, linguistic, gender, ethnic history and environment of our community to continuously evolve as a professional and community member.	Meets plus... Models visible application of this growth and how it benefits our community.	Demonstrates self-reflection of growing understanding of social and political contexts of our community.	Demonstrates self-reflection but the evolution as a professional and community member is not clearly articulated.	Does not reflect adequate demonstration of self in relation to our community.
Reflections on readings and related activities	Meets plus... <i>Written reflections demonstrate deep reflection on implications for practice improvement</i>	Included reflections on all required readings and related activities, and demonstrate how information can be used for practice improvement	Includes reflections on <i>most</i> readings and related activities	<i>Does not include</i> reflections on most readings and related activities
Visit community resource/organization related to field. Provide Information on community visit and reflection.	Meets plus... <i>Documentation demonstrates how participant can build relationships with this potential community partner</i>	Documentation of Community agency or service aligns closely with program/discipline/UHMC mission. Includes both information on the agency/service and how it could be used in service to students	<i>Documentation of Community resources demonstrate limited relationship to program/discipline/ UH Mission.</i>	<i>No documentation of community visit</i>
Increase knowledge of college culture and participate in campus life	Meets plus... Was an active, engaged participant in meetings and campus activities.	Attend 100% (exceptions for a few unusual circumstances) of senate meetings, department meetings, social events, and cultural events.	Attends 80% (exceptions for a few unusual circumstances) senate meetings, department meetings, social events, and cultural events	Attends fewer than 80% (exceptions for a few unusual circumstances) senate meetings, department meetings, social events and cultural events

Assessment Rubric for New Faculty Initiative Portfolio

Expectation/Artifact	Exceeds Expectation	Meets Expectation	Approximates Expectation	Does not meet expectation
Learn and write about college committees	Meets plus... <i>By the end of the year, participant has also asked to join a committee that is a good match</i>	Documentation demonstrates an understanding of how two committees impact UHMC.	<i>Writes about one committee, or the writing reflects confusion about the purpose/goals of committees</i>	<i>No writing related to college committees</i>
Peer observations and reflections	Meets plus... <i>Reflection includes specific actions to take to improve work</i>	Reflection Includes thorough write-ups of two peer observations per semester and how feedback will be used for improvement.	<i>Reflection on feedback is superficial</i>	<i>No documentation of peer observations</i>
Observations of the teaching of other instructors	Meets plus... <i>reflection includes specific techniques/strategies to try to incorporate or to avoid</i>	Reflection Describes observations of at least two other instructors and how experience will be used for informing your teaching/work.	<i>Reflection on observations are superficial</i>	<i>No documentation of observations of other instructors</i>
Syllabi from one course with improvement for next time course will be taught	Meets plus... <i>with Changes aligned with growing understanding of best practice</i>	Documentation Includes a syllabus from a course taught this year and a meaningfully improved syllabus for the next time course is taught	<i>Documentation with Changes to syllabus are superficial</i>	<i>No documentation of improved syllabus</i>
Sample of lesson plan/ outline and planned improvement	Meets plus... <i>changes to lesson plan reflect growth in understanding of course design and appropriate methodology</i>	Documentation Includes a lesson plan/outline from a course taught this year and an improved lesson plan for the next time the course is taught.	<i>Changes to class lesson plan/outline are superficial</i>	<i>No documentation of lesson plan/outline improvement</i>
Attendance Attends all cohort meetings		100% (exceptions for a few unusual circumstances.)	80% (exceptions for a few unusual circumstances.)	Less than 80% (exceptions for a few unusual circumstances.)