

*Slide 1 – The TEI*

The Institute for Learning and Teaching at Colorado State University is excited to announce our newest program, the Teaching Effectiveness Initiative. The Teaching Effectiveness Initiative, or TEI, is a faculty development program that is grounded in our CSU Teaching Effectiveness Framework. The TEI is open to all faculty teaching at CSU. At this time, we are not able offer the TEI for graduate teaching assistants or graduate students, so we encourage all graduate students at CSU to participate in the Graduate Teaching Certificate program offered through TILT.

*Slide 2 – TEF Reimagined*

The Teaching Effectiveness Framework, or TEF, was rolled out at CSU during the Summer of 2018. The TEF is comprised of seven essential, interrelated domains of effective teaching practices—for face-to-face, hybrid and online instruction. Each domain is grounded in the scholarship of teaching and learning. Starting in May 2019, all TILT professional development was aligned with the domains of the framework to help instructors identify experiences and resources to help them meet their teaching goals.

As you can see, the TEF, has gotten a new look! While the seven domain labels and the content remain the same, we have shifted from the original TEF pie image to the re-imagined conversation bubbles. The bubbles highlight the importance of holding conversations about teaching at CSU. Also, you'll notice that Inclusive Pedagogy has been moved to middle of those conversations to demonstrate the importance and commitment to Diversity, Equity, Inclusion, and Social Justice (DEISJ) at Colorado State.

*Slide 3 -What drives you to develop your teaching practice?*

Over the years, we've asked faculty what motivates them to engage in professional development or PD related to teaching. We've found that these responses tend to fall into 4 categories including:

- Intrinsic rewards related to greater enjoyment when teaching and seeing students achieve deeper learning
- Sharing ideas with other faculty in a community of practice and hearing about what works --or doesn't work-- in their classrooms.
- Receiving recognition from departmental or upper administration or
- Having materials and documentation that can be used to fulfill annual review requirements to show teaching effectiveness effort and outcomes.

*Slide 4 – Program Goals of the TEI*

The TEI was designed to foster faculty growth through:

- the use of evidence-based teaching practices and self-reflection,
- the incorporation of more inclusive teaching practices,
- building a community of practice for faculty focused on teaching, and
- providing recognition opportunities for faculty.

We created the TEI with busy faculty in mind and purposefully tried to address faculty interests, needs, and time constraints. In fact, we shared program drafts with a variety of faculty stakeholders across campus and then incorporated their feedback into the program prior to its rollout.

### *Slide 5 – TEI Incentives*

While the participating in Teaching Effectiveness Initiative is optional, we invite all CSU faculty to work towards earning a domain Certificate of Achievement by engaging in professional development aligned with the TEF domains.

- Faculty can take a depth approach and focus on one domain at a time or take a breadth approach and work on multiple domains over the course of many years. Regardless of the approach, faculty will receive a Domain Certificate of Achievement after earning 10 Domain Experience Units for a designated domain. We'll go into more detail shortly.
- Participants earning 3 TEF domains (1 must be Inclusive Pedagogy) will receive a Letter of Commendation from Vice Provost for Faculty Affairs.
- Participants earning 5 TEF Domains will receive a Letter of Commendation from the Provost.
- And finally, participants earning all seven Teaching Effectiveness Framework Domains will receive a Letter of Commendation from the Provost plus a small stipend or award.
- You can start with any of the 7 domains, but you'll notice that there is special emphasis on completing the Inclusive Pedagogy domain as it aligns with university efforts related to Diversity, Equity, Inclusion and Social Justice.

### *Slide 6- Earning a Domain Certificate of Achievement*

Faculty can earn a Domain Certificate of Achievement by engaging in development experiences equaling 10 domain experience units, or DEUs, within a particular domain. We know that there are many ways that faculty can develop their teaching practice, so we have incorporated a wide variety of acceptable PD experiences in the TEI. Acceptable experiences include:

- TILT offerings like the Best Practices in Teaching courses, Teaching Squares and attending sessions at RampUp, Professional Development Institute, or Summer Conference;
- Experiences offered by our campus partners and the MTI coordinators; as well as
- Off-campus experiences such as discipline or organization events focused on evidence-based teaching strategies.

To earn the DEUs, faculty are expected to strategically implement the new teaching practices learned in the PD experience into their classrooms. Once the practices are implemented, we ask faculty to reflect on this experience in the *Post Implementation Reflection Form*.

In other words, if we think of teaching strategies as tools, not only are we interested in the new tools faculty have in their teaching toolkit, but we are also interested in how those tools are used and impact student learning. The *Reflection Form* helps faculty look back at what they've learned as well as how they've applied this knowledge in their classrooms.

### *Slide 7 – DEUs*

In terms of the PD experiences, we wanted to be as flexible as possible and not only include PD from TILT or CSU campus partners. We thought that it was important to honor the PD offered through a department office or discipline-based conference or organization, as long as the link to the CSU TEF is identified and strongly represented in the *Post Implementation Reflection Form*.

We also thought that it was important to acknowledge the effort and time commitment involved in different types of professional development experiences, so you'll see that a 90-minute TILT workshop is worth 1 DEU, or domain experience unit, while a 3-week long TILT Best Practices in Teaching courses is worth 5. There are a handful of PD experiences such as working in the MTI Coordinator role or designing a workshop for the TILT PDI that we will handle on a case-by-case basis.

#### *Slide 8 – Sample experiences to earn a TEI Certificate of Achievement*

So let's look at an example. Let's say that I want to earn a Certificate of Achievement for the Inclusive Pedagogy domain. I might take the TILT BPiT course on Inclusive Pedagogy in Fall 2021, choose a few strategies from the course to implement in my class the following spring, and then submit a *Post Implementation Reflection Form* at the end of the spring semester. To continue working towards the Certificate, in Spring 2022 I might attend a 3-hour discipline-based conference workshop focused on Inclusive Practices for the Large Classroom. And then, later in Fall 2022, I might take the Managing Hot Button Moments in the Classroom offered by *Office of Inclusive Excellence*.

#### *Slide 9 – TEI Development Process*

We understand that teaching is an iterative process. So, with this in mind, once a faculty attends a PD experience, we ask faculty to do 3 things:

1. Implement new (or revise existing) teaching practices in the classroom
2. Take stock and reflect on the changes made to teaching – what went well, what would you refine next time.
3. Submit the Post Implementation Reflection Form

Let's step back for a moment and take another look at our example. If I attend Inclusive Pedagogy in Fall 21, I'll make changes in spring 22 and then submit my reflection in Summer 22. If I attend PD in Spring & Fall 2022, by the time I apply what I've learned in my classes and then complete the reflections, it will likely take me two years to earn the Inclusive Pedagogy Domain Certificate of Achievement.

Each faculty member will have a different journey while earning the Domain Certificates. Depending on the types and timing of the PD experiences, PLUS the time that it takes to implement and reflect on the new or revised teaching practices, we anticipate that it will take faculty between 2-4 years to earn one Domain Certificate of Achievement.

#### *Slide 10 – Post Implementation Reflection Form*

The reflection form will ask for the following information:

- Experience information (title, date, length of program, provider, etc.)
- Describe the specific changes implemented in your teaching related to participating in this professional development.
- Describe how these changes have impacted your classroom, students, student success, etc. How do you know?
- How will these changes/results impact future teaching?
- Based on your experience with this domain, what recommendations would you make to colleagues?

#### *Slide 11 – TEI Recap*

We've covered a lot of ground so let's review a few key points about the Teaching Effectiveness Initiative.

1. Participation in the program is optional.
2. The Initiative is grounded in Teaching Effectiveness Framework and focuses on implementation of evidence-based teaching practices *and* reflection.
3. The program is open to all faculty teaching at CSU. While GTAs and graduate students are not eligible for the TEI, they are strongly encouraged to participate in the *Graduate Teaching Certificate* offered through TILT.
4. Must complete 10 DEU's to earn a domain *Certificate of Achievement*
5. You may start with any of the TEF domains. You can complete them one at a time or work on two or more.
6. Faculty complete a *Post Implementation Reflection Form* for **each** experience
7. The TILT TEI team will review the Reflection forms and provide feedback as appropriate.
8. Materials can be used to fulfill annual review requirements to document teaching effectiveness effort and outcomes; they may also help prepare you to write CV SECTION 3: EVIDENCE OF TEACHING AND ADVISING EFFECTIVENESS of the [Promotion and Tenure Application template](#).

### *Slide 12 – Getting Started*

If you are ready to get started, we invite you to look back at the TILT PD you've engaged in since summer 2019. Starting in May 2019, we aligned all of the faculty development experiences offered through TILT with the Teaching Effectiveness Framework domains.

If you have made changes to your teaching practices based on these experiences, please complete a Post Implementation Reflection form to describe and reflect on these changes. Once you complete the reflections, contact Tonya Buchan for next steps as we are currently piloting the record keeping system for the TEI.

### *Slide 13: -- Questions?*

If you have questions about the program, please contact Tonya Buchan at [Tonya.Buchan@ColoState.Edu](mailto:Tonya.Buchan@ColoState.Edu). We look forward to working with you!