T&L Impact & Evidence aligned with Professional Learning Activities

Impact	Nature of Evidence	PL Activities
Peers/Stakeholders	Academic performance expectation relative to role, opportunity, and discipline context Collegial peer review/observation of teaching	Click here
Student Success	Statement of teaching philosophy SFU/SFTs Learning outcomes/assessment (unit/course) Learning Analytics Internal/external data dashboards Qualitative feedback Student retention achievement Other	Click here
Continuous Professional Development (CPD)	Completion of tertiary-level teaching qualification Foundations of University Learning & Teaching program Scholarships for PL Active participation curriculum development T&L related workshops Completion of PL online modules	Click here
Curriculum Development	Resource development Unit/Course development or curriculum review PL and communities of practices Innovation in T&L projects or initiatives Development of Open Education Resources Teaching grants Other	Click here
Peer Evaluation or Recognition	Peer observation of teaching Collegial peer review of teaching Teaching awards or citations WEFS/Advance HE Fellowship/Badugulang Fellowship Discipline-based Fellowships Peer evtluations of curriculum Referee reports Other	Click here
Scholarship of Teaching and Learning (SoTL)	Statement on scholarship direction Application of a scholarly approach to T&L Peer-reviewed publications, Grants Presenter or workshop leader Conference papers and presentations Conference posters Dissemination/showcase of work Uptake of SoLT outcomes beyond your School and Institution	Click here
Teaching/Research Nexus	UG research engagement HDR student completions Grants Other	Click here
Teaching Leadership	Sessional staff management roles Contribution to committees/reviews/policy Mentor roles Formal teaching leadership roles Informal teaching leadership roles Curriculum, Teaching or Peer Review Champion External Leader/reviewer/advisor roles Other	Click here

Current Professional Learning Activities Aligned with Reward and Recognition

Peers/Stakeholder			
Activity	**Responsibility/ Delivery**	**Nature of Evidence**	**Impact**
Student Feedback Review (e.g Surveys SFU/SFT, GOS, ESS)	CIA	Quantitative Quantitative	University benchmarked qualitative and quantitative data of student feedback reviewed at SAC and Education Committee.
Annual Compass/Staff-supervisor discussions	HR Supervisor Staff	Qualitative	Work/opportunity alignment with career development requests by staff
Peer Review Activities	Staff LF School Leaders	Quantitative Quantitative Benchmarked	Qualitative data to apply and evidence to student improvements through peer review practices
Staff Mentoring Program	Staff OT&L	Completion credential	Provide support/advice on navigating pathways for success (Academic Mentoring Program)
Sessional Staff Mentoring Program	Staff Badugulang	Completion credential	Provide support/advice on navigating pathways for success

Current Professional Learning Activities Aligned with Reward and Recognition

Student Success			
Activity	**Responsibility/ Delivery**	**Nature of Evidence**	**Impact**
Student Feedback Review (e.g Surveys SFU/SFT, GOS, ESS)	CIA	Quantitative Quantitative	University benchmarked qualitative and quantitative data of student feedback reviewed at SAC and Education Committee.
FULT	Supervisor LF	Completion credential	Expectation of academic work FULT web site
General on-going Professional Learning	Supervisor Staff LF	Completion credential	Implementation and evidencing success, Sessional staff T&L program Professional Learning & Development Professional Learning @Western workshops
On-line modules on evidence-based teaching practice	Supervisor Staff LF	Completion credential	Learn anytime, evidencebasedpracticemodules/MOOC
Promotion Workshops	Staff LF	Completion credential	Using data to evidence a T&L narrative
School Based Awards	Schools	Award	To evaluate T&L award applications. Benchmarking against colleagues, feedback Giving visibility to success at School level
Western Fellowship Scheme (WEFS)	Staff Badugulang	Fellowship	Development of T&L narratives/evidence-based writing. International recognition of expertise (WEFS)

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Current Professional Learning Activities Aligned with Reward and Recognition

Continuous Professional Development (CPD)			
Activity	**Responsibility/ Delivery**	**Nature of evidence**	**Impact**
FULT	Supervisor LF	Completion credential	Expectation of academic work FULT web site
General on-going Professional Learning	Supervisor Staff LF	Completion credential	Implementation and evidencing success, Sessional staff T&L program Professional Learning @ Western Teaching and Learning Workshops
On-line modules on evidence-based teaching practice	Supervisor Staff LF	Completion credential	Learn anytime, evidencebasedpracticemodules/MOOC
Data Driven Decision Making Workshops	Staff LF	Completion credential	Evidencing student success. Data to evidence applications
Promotion Workshops	Staff LF	Completion credential	Using data to evidence a T&L narrative
Peer Review Activities	Staff LF School Leaders	Quantitative Quantitative Benchmarked	Qualitative data to apply and evidence to student improvements through peer review practices
Staff Mentoring Program	Staff OT&L	Completion credential	Provide support/advice on navigating pathways for success (Academic Mentoring Program)
Sessional Staff Mentoring Program	Staff Badugulang	Completion credential	Provide support/advice on navigating pathways for success
Western Fellowship Scheme (WEFS)	Staff Badugulang	Fellowship	Development of T&L narratives/evidence-based writing. International recognition of expertise (WEFS)
Academic Development Program	Staff	Award	Creation of new knowledge, data to evidence success for applications (Academic Development Program)
Badugulang Fellowship	Staff Badugulang	Fellowship	Institutional visibility, leadership opportunities (Badugulang)
SoTL/Grants/Know ledge dissemination	Staff Badugulang	Publications Grants Knowledge Dissemination	Create new knowledge, broaden networks, student success, external reputation. Internal visibility to staff success/participation in SoTL, other strategic initiatives
VCs Development Scholarships	Staff	Completion Credential Qualitative	Provides opportunity for funding on focussed professional development opportunities e.g., conferences, seminars, workshops and short courses (VC PD Scholarships)

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Current Professional Learning Activities Aligned with Reward and Recognition

Curriculum Development			
Activity	**Responsibility/ Delivery**	**Nature of evidence**	**Impact**
Student Feedback Review (e.g Surveys SFU/SFT, GOS, ESS)	CIA	Quantitative Quantitative	University benchmarked qualitative and quantitative data of student feedback reviewed at SAC and Education Committee.
General on-going Professional Learning	Supervisor Staff LF	Completion credential	Implementation and evidencing success, Sessional staff T&L program Professional Learning & Development Professional Learning @Western workshops
On-line modules on evidence-based teaching practice	Supervisor Staff LF	Completion credential	Learn anytime, evidencebasedpracticemodules/MOOC
Data Driven Decision Making Workshops	Staff LF	Completion credential	Evidencing student success. Data to evidence applications
Promotion Workshops	Staff LF	Completion credential	Using data to evidence a T&L narrative
Peer Review Activities	Staff LF School Leaders	Quantitative Quantitative Benchmarked	Qualitative data to apply and evidence to student improvements through peer review practices
Badugulang Fellowship	Staff Badugulang	Fellowship	Institutional visibility, leadership opportunities (Badugulang)
SoTL/Grants/Know ledge dissemination	Staff Badugulang	Publications Grants Knowledge Dissemination	Create new knowledge, broaden networks, student success, external reputation. Internal visibility to staff success/participation in SoTL, other strategic initiatives
VCs Development Scholarships	Staff	Completion Credential Qualitative	Provides opportunity for funding on focussed professional development opportunities e.g., conferences, seminars, workshops and short courses (VC PD Scholarships)

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Current Professional Learning Activities Aligned with Reward and Recognition

Peer Evaluation or Recognition			
Activity	**Responsibility/ Delivery**	**Nature of evidence**	**Impact**
Peer Review Activities	Staff LF School Leaders	Quantitative Quantitative Benchmarked	Qualitative data to apply and evidence to student improvements through peer review practices
School Based Awards	Schools	Award	To evaluate T&L award applications. Benchmarking against colleagues, feedback Giving visibility to success at School level
Special Initiatives/Awards (e.g., DVCA COVID, Badugulang Launch	Staff LF DVCA	Award	To evaluate T&L award applications. Benchmarking against colleagues, feedback Giving visibility to success at the Institutional level
VC/DVCA Awards	Staff LF DVCA HR OVC	Award	To evaluate T&L award applications. Benchmarking against colleagues, feedback Giving visibility to success at the Institutional level reward and recognition@western
Staff Mentoring Program	Staff OT&L	Completion credential	Provide support/advice on navigating pathways for success (Academic Mentoring Program)
Sessional Staff Mentoring Program	Staff Badugulang	Completion credential	Provide support/advice on navigating pathways for success
Western Fellowship Scheme (WEFS)	Staff Badugulang	Fellowship	Development of T&L narratives/evidence-based writing. International recognition of expertise (WEFS)
Badugulang Fellowship	Staff Badugulang	Fellowship	Institutional visibility, leadership opportunities (Badugulang)

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Current Professional Learning Activities Aligned with Reward and Recognition

Scholarship of Teaching and Learning (SoTL)			
Activity	**Responsibility/ Delivery**	**Nature of evidence**	**Impact**
On-line modules on evidence-based teaching practice	Supervisor/ Staff / LF	Completion credential	Learn anytime, evidencebasedpracticemodules/MOOC
National/ International Award Programs (e.g., AAUT & HERDSA awards)	Staff, Badugulang/ DVCA	Award	To support submission of T&L award applications. Feedback with experts, visibility to success at the National/International level AAUT@western
Badugulang Fellowship	Staff/ Badugulang	Fellowship	Institutional visibility, leadership opportunities (Badugulang)
SoTL/Grants/Knowledge dissemination	Staff/ Badugulang	Publications Grants Knowledge Dissemination	Create new knowledge, broaden networks, student success, external reputation. Internal visibility to staff success/participation in SoTL, other strategic initiatives
VCs Development Scholarships	Staff	Completion Credential Qualitative	Provides opportunity for funding on focussed professional development opportunities e.g., conferences, seminars, workshops and short courses (VC PD Scholarships)

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Current Professional Learning Activities Aligned with Reward and Recognition

Teaching/Research Nexus			
Activity	**Responsibility/ Delivery**	**Nature of evidence**	**Impact**
FULT	Supervisor LF	Completion credential	Expectation of academic work FULT web site
General on-going Professional Learning	Supervisor Staff LF	Completion credential	Implementation and evidencing success, Sessional staff T&L program Professional Learning & Development Professional Learning @Western workshops
On-line modules on evidence-based teaching practice	Supervisor Staff LF	Completion credential	Learn anytime, evidencebasedpracticemodules/MOOC
Peer Review Activities	Staff LF School Leaders	Quantitative Quantitative Benchmarked	Qualitative data to apply and evidence to student improvements through peer review practices
Staff Mentoring Program	Staff OT&L	Completion credential	Provide support/advice on navigating pathways for success (Academic Mentoring Program)
Sessional Staff Mentoring Program	Staff Badugulang	Completion credential	Provide support/advice on navigating pathways for success
Badugulang Fellowship	Staff Badugulang	Fellowship	Institutional visibility, leadership opportunities (Badugulang)
SoTL/Grants/Know ledge dissemination	Staff Badugulang	Publications Grants Knowledge Dissemination	Create new knowledge, broaden networks, student success, external reputation. Internal visibility to staff success/participation in SoTL, other strategic initiatives

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Current Professional Learning Activities Aligned with Reward and Recognition

Teaching Leadership			
Activity	**Responsibility/ Delivery**	**Nature of evidence**	**Impact**
Peer Review Activities	Staff LF School Leaders	Quantitative Quantitative Benchmarked	Qualitative data to apply and evidence to student improvements through peer review practices
Staff Mentoring Program	Staff OT&L	Completion credential	Provide support/advice on navigating pathways for success (Academic Mentoring Program)
Sessional Staff Mentoring Program	Staff Badugulang	Completion credential	Provide support/advice on navigating pathways for success
Western Fellowship Scheme (WEFS)	Staff Badugulang	Fellowship	Development of T&L narratives/evidence-based writing. International recognition of expertise (WEFS)
Badugulang Fellowship	Staf Badugulang	Fellowship	Institutional visibility, leadership opportunities (Badugulang)
Leadership Opportunities	Staff LF Schools	Qualitative	Opportunities to lead initiatives, Chair Meetings e.g. fora, other roles e.g., Champion, academic leads (e.g. Course Leaders Forum, Peer Review Champions)

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