

ATU MUSIC DEPARTMENT ANNUAL FACULTY EVALUATION RUBRIC V2

Approved by Music DPTC committee: 1/4/2021

NOTE: This rubric's goal is to provide a quick reference digest of useful considerations for each evaluation benchmark, and does not supplant nor modify the official Music Department Faculty Guidelines.

Rating	TEACHING	SCHOLARSHIP	SERVICE
EXCELLENT	<p>Good level teaching with:</p> <ul style="list-style-type: none"> -Additional meetings/resources made available outside regular class time to enhance student learning -Significant commitment to improve courses through reflective practices -Course evaluations will be appropriately assessed by DPTC according to Music Department Faculty Guidelines. -Students demonstrate mastery of class objectives -Criteria must be consistent across ALL courses taught 	<p><i>Good level scholarship with:</i></p> <ul style="list-style-type: none"> -Any peer reviewed and accepted work for publication that will be distributed to a broad audience -Securing a grant to facilitate a learning initiative or performance -Any publication or performance with a state or national or international audience -Invited clinician or adjudication outside the state -Creation of media (CD's, DVDs, etc.) to further profession with wide distribution -Invited guest appearances outside the local area -Invitation to perform with or lead a professional ensemble 	<p><i>"Good level service with:</i></p> <ul style="list-style-type: none"> -Service in all three of the following categories: 1) university, college, department, 2) professional or 3) community -Recruitment for the department with demonstrated growth in quantity and/or quality of students -Leadership role/office holder in organizations and committees at the college or university level -Additional service to the department, college, university or community above and beyond satisfactory or good expectations
GOOD	<p><i>Satisfactory level teaching with:</i></p> <ul style="list-style-type: none"> -Students demonstrate comprehension of class objectives -Indication of attempt to improve course content and delivery through reflective practice and program review assessments -Preparing students for successful junior and/or senior recitals -Course evaluations will be appropriately assessed by DPTC according to Music Department Faculty Guidelines. 	<p><i>Satisfactory level scholarship with:</i></p> <ul style="list-style-type: none"> -Any professional work completed including recitals or collaborative performance(s) in the community -Invited to present clinic(s) or consulting to local area public schools -Significant revisions or creation of a new course -Adjudication on the local, state or region level 	<p><i>Satisfactory level service with:</i></p> <ul style="list-style-type: none"> -Service in at least two of the following categories: 1) university, college, department, 2) professional or 3) community -Recruitment for the department -Membership and attendance in professional organizations -Participation in departmental program review and accreditation Additional consideration for: <ul style="list-style-type: none"> -Uncompensated overloads -Organization of workshops, camps and other collaborative educational activities -Musical leadership roles outside ATU
SATISFACTORY	<ul style="list-style-type: none"> -Clear learning objectives articulated in syllabus -Classes held on a regular basis -Students demonstrate adequate learning and progress -Office hours posted and held -Course evaluations will be appropriately assessed by DPTC according to Music Department Faculty Guidelines. 	<ul style="list-style-type: none"> -Occasional research to remain current in classroom content and pedagogical techniques. -Attendance at ATU professional development seminars -Concerts or performances associated with established classes 	<ul style="list-style-type: none"> -Recruitment for the department -Service in at least one of the following categories: 1) university, college, department, 2) professional or 3) community -Membership in professional organizations
NEEDS IMPROVEMENT	<ul style="list-style-type: none"> -Unclear learning objectives -Cancellation of classes without cause or consultation with department head -Students demonstrate little to no learning or improvement -Failure to hold office hours -Course evaluations will be appropriately assessed by DPTC according to Music Department Faculty Guidelines. 	<ul style="list-style-type: none"> -Some attempt made to remain current in profession and/or pedagogical techniques by occasionally attending either on campus or discipline related training events 	<ul style="list-style-type: none"> -Attempts to provide service but not selected to do so -Little to no recruitment of students as determined by teaching area traditions. -Not involved in departmental events

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UNACCEPTABLE	<ul style="list-style-type: none">-No learning objectives-Failure to meet courses-Students drop out of course due to instruction or atmosphere-No office hours offered-Course evaluations will be appropriately assessed by DPTC according to Music Department Faculty Guidelines.	<ul style="list-style-type: none">-No attempt to stay current in the profession or with accepted pedagogical techniques	<ul style="list-style-type: none">-No attempt to provide service to the institution, community or profession-No student recruitment evident-Not involved in departmental events
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