



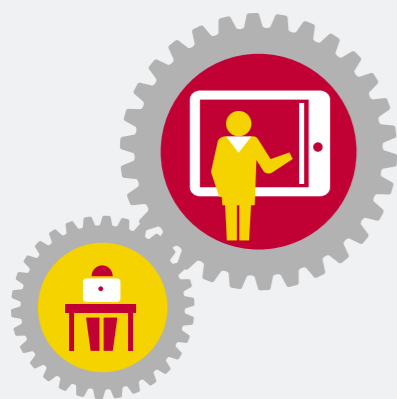
Academic Teacher Development

1

EFFECTIVE TEACHER



Has an impact on students' learning



Expertise/specialist knowledge

Delivery of education

Development of education

Organisation of education

Contribution to knowledge and impact of education

2

SKILLED AND COLLEGIAL TEACHER



Has an impact on students' learning **and also has an impact** on the competence of fellow teachers



Expertise/specialist knowledge

Delivery of education

Development of education

Organisation of education

Contribution to knowledge and impact of education

3

INSTITUTIONAL LEADER IN TEACHING AND LEARNING AND/OR SCHOLARLY TEACHER



Has an impact on students' learning and the competence of fellow teachers **and also has an impact** on the educational environment within their university and/or on educational expertise



Expertise/specialist knowledge

Delivery of education

Development of education

Organisation of education

Contribution to knowledge and impact of education

4

NATIONAL AND GLOBAL LEADER IN TEACHING AND LEARNING



Has an impact on students' learning, the competence of fellow teachers and the educational environment within their university and/or on educational expertise **and also has an impact** on educational policy and strategy and/or on educational expertise at the national and global level



Expertise/specialist knowledge

Delivery of education

Development of education

Organisation of education

Contribution to knowledge and impact of education



Academic Teacher Development

1

EFFECTIVE TEACHER



Expertise/specialist knowledge

Delivery of education

Development of education

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Contribution to knowledge and impact of education

2

SKILLED AND COLLEGIAL TEACHER



The narrative

The Effective teacher holds a doctorate as a minimum, possesses expertise regarding their own discipline and holds the Basic Teaching Qualification.

Professional attitude: reflects on their own teaching activities and is development-oriented, takes a student-centred approach, is an inspirer and motivator for students, has a clear vision of education that fits the goals of the curriculum, communicates these goals, contributes to quality control and is aware of the relationship between education and society.

3

INSTITUTIONAL LEADER IN TEACHING AND LEARNING AND/OR SCHOLARLY TEACHER



Skill: is able to design effective learning activities and materials that match the target learning outcomes of the programme, is able to plan, organise, implement, evaluate and improve courses, provides feedback and assessments that promote student involvement and autonomous learning, responds in a timely and professional manner to learning-related questions from individual students, collaborates effectively with colleagues and the educational organisation and is able to participate effectively in activities with societal impact.

4

NATIONAL AND GLOBAL LEADER IN TEACHING AND LEARNING





Academic Teacher Development

1

EFFECTIVE TEACHER



Expertise/specialist knowledge

Delivery of education

Development of education

Organisation of education

Contribution to knowledge and impact of education

2

SKILLED AND COLLEGIAL TEACHER



Product

- Publishing peer-reviewed papers within or outside their area of expertise

3

INSTITUTIONAL LEADER IN TEACHING AND LEARNING AND/OR SCHOLARLY TEACHER



Functions (in the broadest sense)

- Participating in peer-to-peer coaching groups and/or teacher professionalisation courses and activities (such as education colloquia, education fairs, education conferences)
- Participating in education discussions with students and teachers
- Participating effectively in administrative bodies, committees and working groups as a subject matter expert in the professional field

4

NATIONAL AND GLOBAL LEADER IN TEACHING AND LEARNING





Academic Teacher Development

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EFFECTIVE TEACHER



Expertise/specialist knowledge

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2

SKILLED AND COLLEGIAL TEACHER



Product

- Drawing up plans for improving designated course components on the basis of course evaluations
- Applying state-of-the-art IT and other educational tools

3

INSTITUTIONAL LEADER IN TEACHING AND LEARNING AND/OR SCHOLARLY TEACHER



Functions (in the broadest sense)

- Administering tests or test components
- Successfully supervising BSc theses
- Making a successful contribution to the course (positive student evaluations and peer feedback/assessments)
- Playing a role as a mentor/tutor of students (assessed positively)
- Successfully supervising BSc-level internships
- Successfully supervising BSc-level group assignments
- Carrying out (or delegating) course evaluations
- Providing information to prospective students

4

NATIONAL AND GLOBAL LEADER IN TEACHING AND LEARNING



Evidence of recognition

- Structurally positive student evaluations (>3.0)
- Structurally positive peer feedback/assessments from supervisor regarding educational attitude and skills





Academic Teacher Development

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EFFECTIVE TEACHER



Expertise/specialist knowledge

Delivery of education

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SKILLED AND COLLEGIAL TEACHER



Product

- Co-authoring course readers
- Co-authoring teaching manuals
- Contributing to educational development, such as developing teaching materials and products
- Co-developing tests or test components

3

INSTITUTIONAL LEADER IN TEACHING AND LEARNING AND/OR SCHOLARLY TEACHER



Functions (in the broadest sense)

- Participating in education meetings (e.g. department or faculty education meetings, UU education fair, TAUU activities, UU-CAT activities)

4

NATIONAL AND GLOBAL LEADER IN TEACHING AND LEARNING



Evidence of recognition

- Structurally positive peer feedback/assessments from supervisor regarding educational attitude and skills





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Expertise/specialist knowledge

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SKILLED AND COLLEGIAL TEACHER



- Functions (in the broadest sense)
- Contributing to the selection of students
 - Contributing to education meetings within the section or department
 - Contributing to matching, open days and other recruitment activities

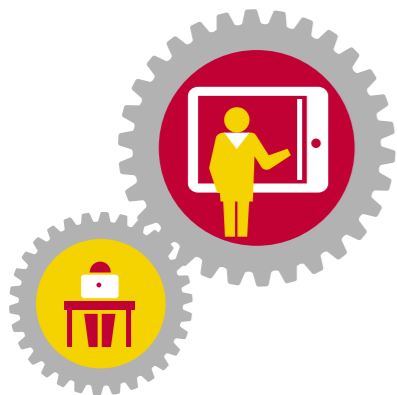
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INSTITUTIONAL LEADER IN TEACHING AND LEARNING AND/OR SCHOLARLY TEACHER



4

NATIONAL AND GLOBAL LEADER IN TEACHING AND LEARNING





Academic Teacher Development

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SKILLED AND COLLEGIAL TEACHER



Use of product/knowledge by others

- Contributing to outreach activities such as U-talent, summer schools, lessons at primary or secondary schools or in museums, guided excursions with an educational focus aimed at non-university participants

3

INSTITUTIONAL LEADER IN TEACHING AND LEARNING AND/OR SCHOLARLY TEACHER

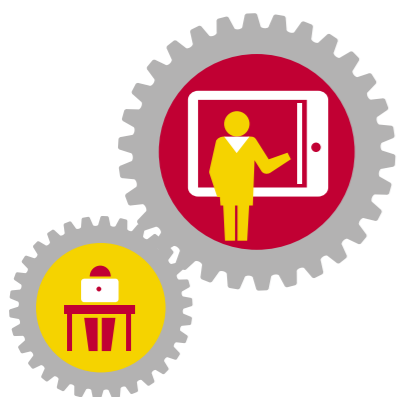


Evidence of recognition

- Education award at teacher level (e.g. the young talent education award, faculty teacher awards)

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SKILLED AND COLLEGIAL TEACHER



The narrative

The *Skilled and collegial teacher* is as a minimum an Effective teacher (see previous role) and also a recognised expert regarding their discipline.

Expertise: is a role model for students in their own discipline, has knowledge in the field of (subject-specific) didactics and pedagogy, is able to apply various didactical approaches in education, is able to improve and innovate education in a creative and substantiated manner, possesses advanced skills that provide broad support for involvement and learning among students, takes co-responsibility for the educational programme as a whole and designs effective outreach activities in a substantiated manner.

3

INSTITUTIONAL LEADER IN TEACHING AND LEARNING AND/OR SCHOLARLY TEACHER



Team role: inspires and supports fellow teachers in developing, improving and/or innovating education, contributes to a collegial education culture within the organisation, participates in the exchange of teaching experiences, ideas and evidence for successful improvements with peers, participates in activities with societal impact and where relevant works together with societal partners to disseminate educational experience and/or products.

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SKILLED AND COLLEGIAL TEACHER



As for Effective teacher, plus:

Product

- Putting forward ideas for BSc and MSc thesis projects
- Helping to apply for successful grants

3

INSTITUTIONAL LEADER IN TEACHING AND LEARNING AND/OR SCHOLARLY TEACHER



Functions (in the broadest sense)

- Initiating and/or supervising peer-to-peer coaching groups and/or participating in and contributing to teacher professionalisation courses and activities (such as education colloquia, education fairs, education conferences)
- Initiating education discussions with students and teachers
- Being asked to contribute to solving problems in the professional field as a subject matter expert
- Participating actively in lifelong learning
- Supervising internships and/or education case studies in the professional field
- Being recognised by the professional field as a specialist (e.g. within a European college)

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SKILLED AND COLLEGIAL TEACHER



As for Effective teacher, plus:

Product

- Managing and helping to draw up plans (on the basis of course evaluations) for improving courses in which they are involved as a teacher and coordinator
- Supplying curriculum-level information to education assessment committees

3

INSTITUTIONAL LEADER IN TEACHING AND LEARNING AND/OR SCHOLARLY TEACHER



Functions (in the broadest sense)

- Acting as an examiner for an entire course
- Successfully supervising BSc and MSc theses
- Being a successful course coordinator/examiner (positive student evaluations and peer feedback/assessments)
- Playing a role as a mentor/tutor of students (assessed positively)
- Successfully supervising BSc and MSc level internships
- Successfully supervising BSc and MSc level group assignments
- Carrying out (or delegating) course evaluations
- Organising comprehensive information events for students' study planning

4

NATIONAL AND GLOBAL LEADER IN TEACHING AND LEARNING



Evidence of recognition

- Structurally positive student evaluations (>3.5)
- Structurally positive peer feedback/assessments from supervisor regarding educational attitude, skills, renewal, innovation
- Education award/fellowship (or corresponding nomination) at associate level, either national or global (e.g. Teacher Award, Comenius Fellow, Associate Fellow or Fellow of the Higher Education Academy UK, AMEE Associate Fellow)





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SKILLED AND COLLEGIAL TEACHER



As for Effective teacher, plus:

Product

- Authoring course readers
- Authoring teaching manuals
- Making a substantial contribution to educational development, such as developing teaching materials and products
- Developing course tests
- Submitting applications for educational grants/funding in collaboration with others

3

INSTITUTIONAL LEADER IN TEACHING AND LEARNING AND/OR SCHOLARLY TEACHER



Functions (in the broadest sense)

- Participating in committees or working groups that contribute to the development or implementation of the faculty's educational policy (e.g. organising department or faculty education days, making a contribution to the UU education fair, organising TAUU activities)

4

NATIONAL AND GLOBAL LEADER IN TEACHING AND LEARNING



Evidence of recognition

- Educational development award at intermediate level (Comenius Teaching Fellow)





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EFFECTIVE TEACHER



Expertise/specialist knowledge

Delivery of education

Development of education

Organisation of education

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2

SKILLED AND COLLEGIAL TEACHER



As for Effective teacher, plus:

Product

- Organising an education away day

3

INSTITUTIONAL LEADER IN TEACHING AND LEARNING AND/OR SCHOLARLY TEACHER



Functions (in the broadest sense)

- Being a successful programme coordinator (indicated by positive student evaluations and peer feedback/assessments)
- Successfully supervising novice teachers on their path to a Basic Teaching Qualification
- Leading departmental working groups, committees or project teams
- Being a member of the programme committee, faculty board, board of examiners, curriculum committee, education advisory committee, etc.
- Being an active member of formal teacher networks
- Being an Honours teacher
- Being an active member of informal teacher networks (e.g. TAUU)

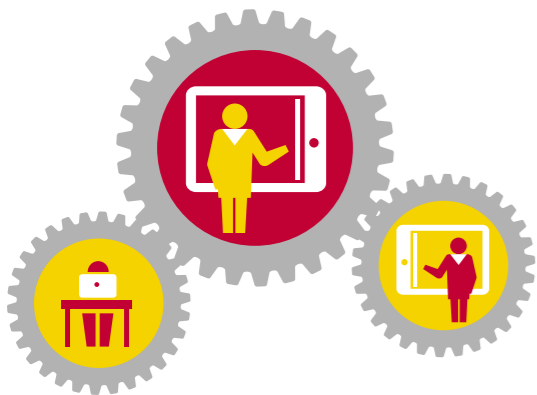
4

NATIONAL AND GLOBAL LEADER IN TEACHING AND LEARNING



Evidence of recognition

- Pivotal role as a go-to person for educational issues
- Tutor of the Year





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Delivery of education

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SKILLED AND COLLEGIAL TEACHER



As for Effective teacher, plus:

Product

- Raising educational grants/funding
- Developing education support tools, software, apps etc.
- Contributing to education by means of conference presentations, posters, workshops etc.

3

INSTITUTIONAL LEADER IN TEACHING AND LEARNING AND/OR SCHOLARLY TEACHER



- Use of product/knowledge by others
- Using their knowledge/products in courses other than the one for which they were originally intended (dissemination)

4

NATIONAL AND GLOBAL LEADER IN TEACHING AND LEARNING



- Evidence of recognition
- Invitations to national and global invited lectures, speaker at conferences





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SKILLED AND COLLEGIAL TEACHER



The narrative

The *Institutional leader in teaching and learning and/or Scholarly teacher* is as a minimum a Skilled and collegial teacher (see previous role), is a recognised expert regarding their discipline and holds the Senior Teaching Qualification.

Institutional leadership: shows leadership in promoting teaching and learning within their own organisation, takes initiatives regarding educational innovation and reform within and outside their own curricula, leads the development, management and evaluation of strategies with regard to teaching and learning at the curriculum, school or institutional level, contributes to dialogue at the national level, promotes collaboration with partners outside their own university and shows leadership in the institution's collaboration with societal partners with regard to educational policy, culture, experience or products.

3

INSTITUTIONAL LEADER IN TEACHING AND LEARNING AND/OR SCHOLARLY TEACHER

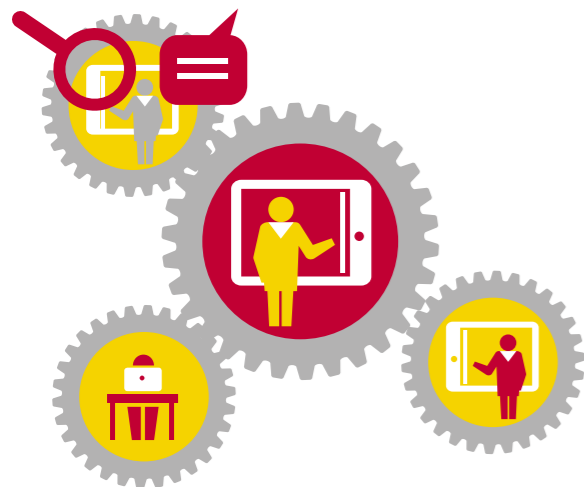


and/or

Leadership in terms of knowledge development: is able to innovate, scientifically evaluate and disseminate education, contributes to the increase of knowledge in the field of academic education (specialist didactics and pedagogics), is recognised both within and outside their institution as an expert in the field of teaching and learning, uses their knowledge in the realms of management, teaching and learning to inform, inspire and (where necessary) support fellow teachers and is recognised by society as an expert in the field of (subject-specific) (post-) academic teaching and learning.

4

NATIONAL AND GLOBAL LEADER IN TEACHING AND LEARNING





Academic Teacher Development

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Expertise/specialist knowledge

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2

SKILLED AND COLLEGIAL TEACHER



As for Skilled and collegial teacher, plus:

Product

- Successfully applying for grants
- Creating fully developed proposals for BSc and MSc thesis projects in relation to ongoing research within the institution or further afield

3

INSTITUTIONAL LEADER IN TEACHING AND LEARNING AND/OR SCHOLARLY TEACHER

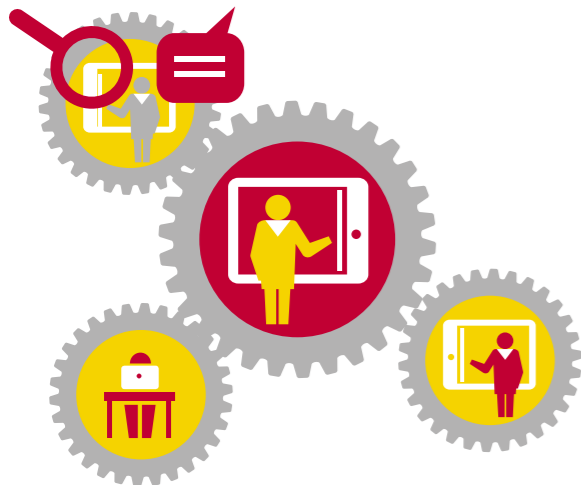


Functions (in the broadest sense)

- Being a nationally or globally recognised specialist in their area of expertise
- Supervising PhDs as a co-supervisor
- Initiating and managing education discussions with students and teachers
- Taking on roles of responsibility with respect to the national or global professional field, e.g. as a manager in a professional organisation, internship supervisor etc.
- Sitting on national or global education assessment committees for other institutions
- Occupying an influential position in the professional field

4

NATIONAL AND GLOBAL LEADER IN TEACHING AND LEARNING





Academic Teacher Development

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EFFECTIVE TEACHER



Expertise/specialist knowledge

Delivery of education

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Contribution to knowledge and impact of education

2

SKILLED AND COLLEGIAL TEACHER



As for Skilled and collegial teacher, plus:

Product

- Managing plans for improving curriculum components or the entire curriculum on the basis of course and annual evaluations

3

INSTITUTIONAL LEADER IN TEACHING AND LEARNING AND/OR SCHOLARLY TEACHER



Functions (in the broadest sense)

- Successfully supervising BSc, MSc and PhD theses
- Playing a role as a mentor/tutor of novice teachers (Basic Teaching Qualification)
- Taking full responsibility for managing education assessments (from self-study to committee visit) on behalf of the programme

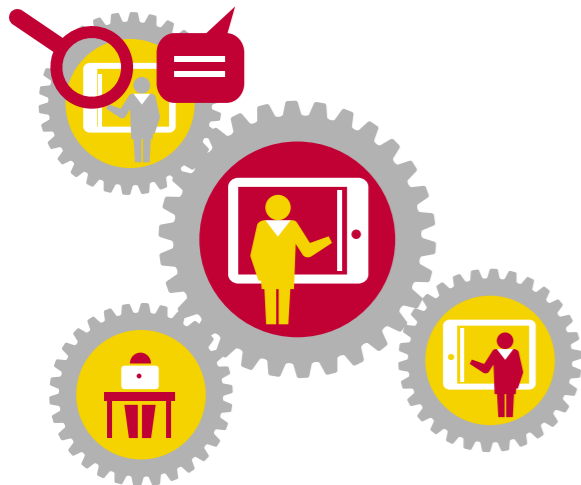
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NATIONAL AND GLOBAL LEADER IN TEACHING AND LEARNING



Evidence of recognition

- Structurally positive student evaluations (>3.5)
- Structurally positive assessments from supervisor regarding educational attitude, skills, renewal, innovation, management in education





Academic Teacher Development

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EFFECTIVE TEACHER



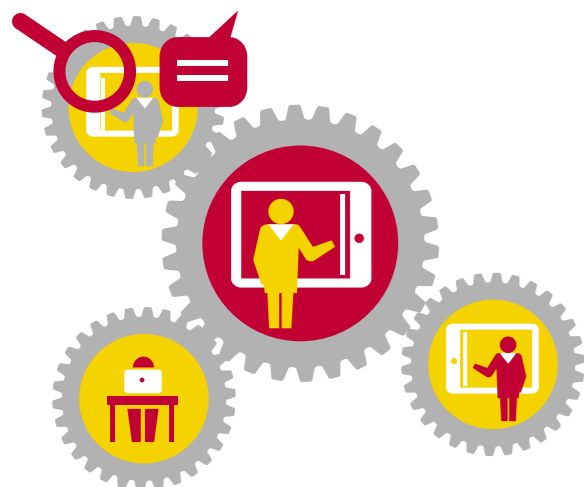
Expertise/specialist knowledge

Delivery of education

Development of education

Organisation of education

Contribution to knowledge and impact of education



2

SKILLED AND COLLEGIAL TEACHER



As for Skilled and collegial teacher, plus:

Product

- Managing educational development, such as developing teaching materials and products
- Managing test development
- Submitting applications for educational grants/funding as a lead applicant
- Taking responsibility for educational renewal across courses (e.g. entire Bachelor's or Master's programme)
- Setting up, maintaining and organising new education, including post-graduate education and lifelong learning
- Actively contributing to knowledge/policy development with regard to teacher professionalisation for their own programme

3

INSTITUTIONAL LEADER IN TEACHING AND LEARNING AND/OR SCHOLARLY TEACHER



Functions (in the broadest sense)

- Taking a leading role in committees or working groups that contribute to the development or implementation of the faculty's educational policy (e.g. chairing the faculty working group on diversity in education)
- Participating in committees or working groups that contribute to the development or implementation of UU or national policy (e.g. USO assessment committee, Comenius programme assessment committee)
- Participation in committees or working groups that contribute to the educational policy of the university (e.g. UU 24-hour education retreat, UU quality assurance)
- Chairing local or being a member of national or global working groups for the development of the area of expertise or education in the area of expertise

4

NATIONAL AND GLOBAL LEADER IN TEACHING AND LEARNING



Evidence of recognition

- Education award/fellowship at senior level (e.g. UU Teaching Fellow, Comenius Senior Fellow, Senior Fellow of the Higher Education Academy UK (SFHEA), AMEE Fellow)



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SKILLED AND COLLEGIAL TEACHER



As for Skilled and collegial teacher, plus:

Product

- Being responsible for educational quality assurance at programme level (such as NVAO accreditation)
- Being responsible for a curriculum revision

3

INSTITUTIONAL LEADER IN TEACHING AND LEARNING AND/OR SCHOLARLY TEACHER



Functions (in the broadest sense)

- Representing educational interests in, for instance, an appointments advisory committee
- Being a member of the faculty's Basic Teaching Qualification/Senior Teaching Qualification (BTQ/STQ) assessment committee
- Being a member of the national committee for BTQ/STQ peer review
- Being a programme leader, director of education or member of the programme's management team
- Leading a teaching team
- Sitting on the board of a national or global professional or educational organisation
- Leading educational projects
- Leading strategic themes in education (e.g. internationalisation of teaching or setting up, maintaining and organising inter-disciplinary, postgraduate or lifelong learning programmes)
- Being a faculty Honours director
- Being a member of committees for coordinating education in various areas of expertise

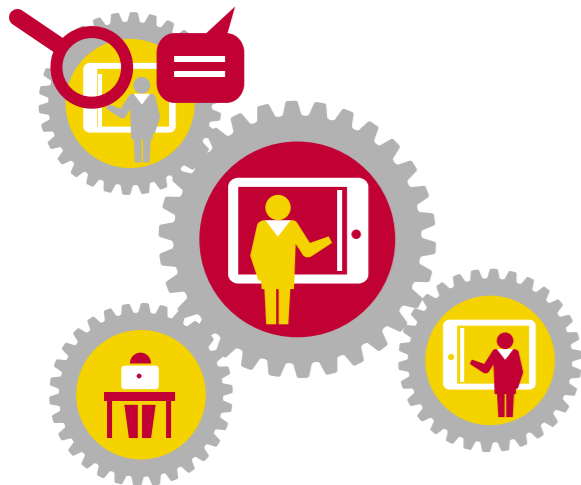
4

NATIONAL AND GLOBAL LEADER IN TEACHING AND LEARNING



Evidence of recognition

- Being a member of an education assessment committee
- Being a teacher for a teacher training course





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SKILLED AND COLLEGIAL TEACHER



As for Skilled and collegial teacher, plus:

Product

- Publishing specialist educational publications
- Authoring educational peer-reviewed publications
- Supplying e-books or chapters in books specifically for students
- Authoring (specialist) publications regarding the development of the area of expertise or education in the area of expertise
- Organising education meetings and conferences

3

INSTITUTIONAL LEADER IN TEACHING AND LEARNING AND/OR SCHOLARLY TEACHER



Use of product/knowledge by others

- Contributing to capacity building outside their own higher education programme
- Use by third parties of developed education or books/chapters in books

Functions (in the broadest sense)

- Carrying out managerial, advisory or other duties relating to the area of expertise that contribute to links with the professional field
- Being a member of the editorial board of an educational journal

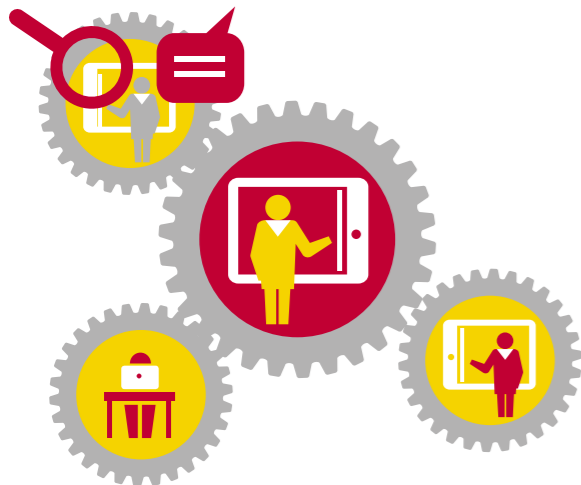
4

NATIONAL AND GLOBAL LEADER IN TEACHING AND LEARNING



Evidence of recognition

- Invitations to national and global invited lectures, (keynote) speaker at conferences





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SKILLED AND COLLEGIAL TEACHER



3

INSTITUTIONAL LEADER IN TEACHING AND LEARNING AND/OR SCHOLARLY TEACHER



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NATIONAL AND GLOBAL LEADER IN TEACHING AND LEARNING



Expertise/specialist knowledge

Delivery of education

Development of education

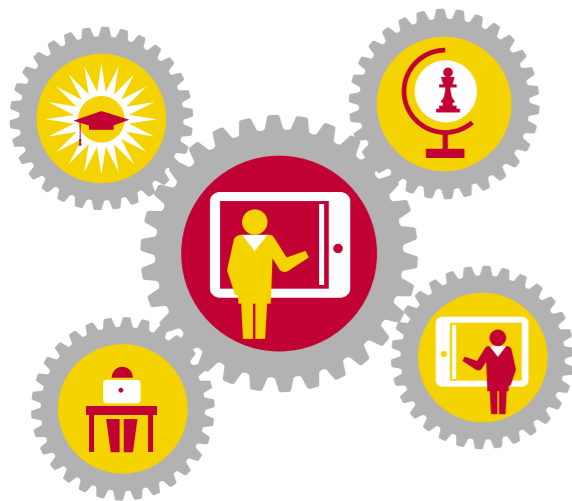
Organisation of education

Contribution to knowledge and impact of education

The narrative

The *National and global leader in teaching and learning* is as a minimum an Institutional leader in teaching and learning and/or a Scholarly leader (see previous roles).

Influence: shows leadership in promoting teaching and learning at the national and global level, shapes strategies regarding teaching and learning at the national and global level and communicates these, possesses education-related academic and/or managerial qualities that are recognised and acknowledged within and outside their own institution, is a successful, effective and inspiring organiser and shows leadership at the national and global level with regard to activities with societal impact.





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SKILLED AND COLLEGIAL TEACHER



As for Institutional leader and/or Scholarly teacher, plus:

Product

- Applying for grants together with partners from multiple institutions

3

INSTITUTIONAL LEADER IN TEACHING AND LEARNING AND/OR SCHOLARLY TEACHER

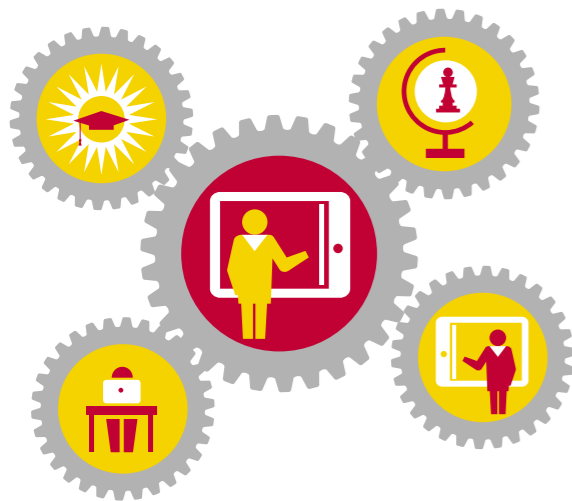


Functions (in the broadest sense)

- Initiating and managing education discussions with students and teachers across institutions
- Chairing global education assessment committees
- Initiating administrative bodies, advisory councils etc. relating to the professional field

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SKILLED AND COLLEGIAL TEACHER



As for Institutional leader and/or Scholarly teacher, plus:

Functions (in the broadest sense) & Evidence of recognition

- Playing a leading role in national consultative bodies or committees with regard to institutional quality assurance and/or education assessments
- Participating in global consultative bodies or committees with regard to general exit qualifications (e.g. Dublin) or specific disciplines (e.g. Tuning)

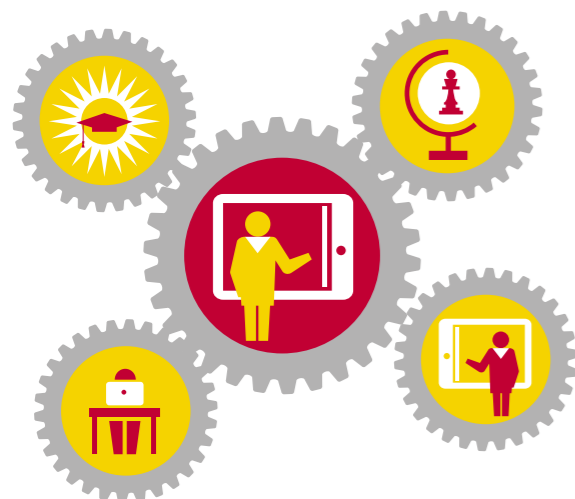
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NATIONAL AND GLOBAL LEADER IN TEACHING AND LEARNING





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SKILLED AND COLLEGIAL TEACHER



As for Institutional leader and/or Scholarly teacher, plus:

Product

- Actively contributing to knowledge/policy development with regard to teacher professionalisation for their own institution or across institutions

3

INSTITUTIONAL LEADER IN TEACHING AND LEARNING AND/OR SCHOLARLY TEACHER



Functions (in the broadest sense)

- Taking responsibility for the substantive aspects of educational renewal across multiple programmes (faculty or university level)
- Being a member of committees or working groups that contribute to the development of university/national/global education policy (e.g. Bama 3.0 steering group, national advisory council)
- Taking a leading role in committees or working groups that contribute to the development or implementation of the university's educational policy (e.g. chair of USO assessment committee, member of UU-CAT board)
- Participating in committees or working groups that contribute to the development or implementation of national educational policy

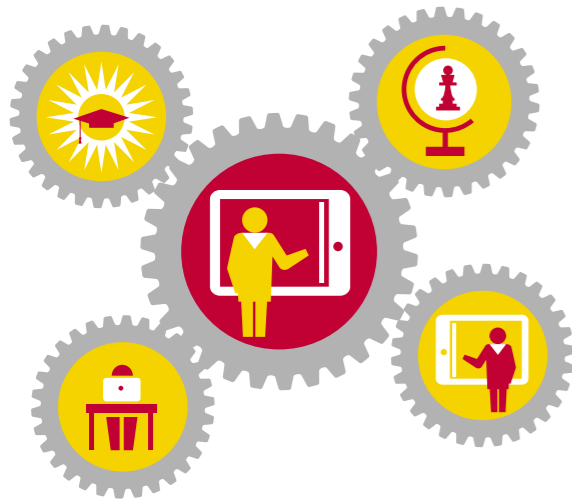
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NATIONAL AND GLOBAL LEADER IN TEACHING AND LEARNING



Evidence of recognition

- National or global external advisory function on education grants or organisations (e.g. Advisory Council, Supervisory Board)
- National or global fellowship of education organisations (Comenius Leadership Fellow, Principal Fellow of the Higher Education Academy UK (PFHEA))





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EFFECTIVE TEACHER



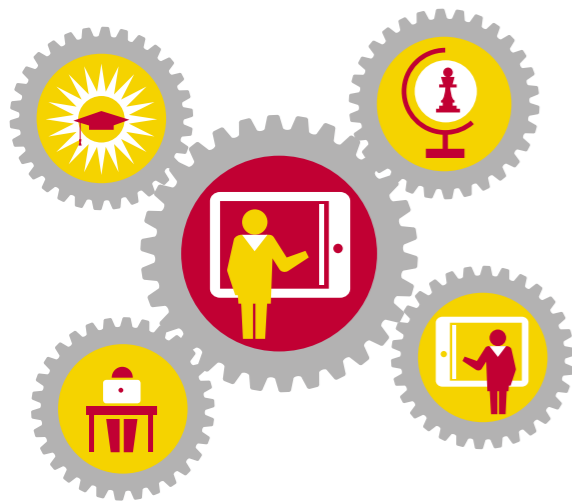
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SKILLED AND COLLEGIAL TEACHER



As for Institutional leader and/or Scholarly teacher, plus:

Functions (in the broadest sense)

- Being a programme director or director of education
- Being a director or member of the graduate school board
- Being a vice dean of education
- Being a programme leader for a Bachelor's or Master's programme
- Chairing a curriculum committee
- Taking a responsible role in global education programmes (programme leader/board)
- Taking a responsible role in national or global teacher professionalisation programmes (programme leader/director/board)

3

INSTITUTIONAL LEADER IN TEACHING AND LEARNING AND/OR SCHOLARLY TEACHER



Evidence of recognition

- Chairing an education assessment committee
- Being an advisor to national committees of, for instance, the Ministry of Education, Culture and Science
- Being a member of global (mostly European) education projects
- Organising a national teacher training course
- Chairing a national consultative body in the field of education

4

NATIONAL AND GLOBAL LEADER IN TEACHING AND LEARNING





Academic Teacher Development

1

EFFECTIVE TEACHER



Expertise/specialist knowledge

Delivery of education

Development of education

Organisation of education

Contribution to knowledge and impact of education

2

SKILLED AND COLLEGIAL TEACHER



As for Institutional leader and/or Scholarly teacher, plus:

Product

- Communicating a clear and appealing educational vision (in the form of, for instance, commentaries, books or book chapters, vision and policy papers)

3

INSTITUTIONAL LEADER IN TEACHING AND LEARNING AND/OR SCHOLARLY TEACHER



Functions (in the broadest sense)

- Supervising PhDs in the field of research into pedagogy/education

4

NATIONAL AND GLOBAL LEADER IN TEACHING AND LEARNING



Evidence of recognition

- Being a (keynote) speaker at national or global education meetings/conferences

