

Standard 5: Reflective Practice & Evolution As instructors we will all face difficult courses or semesters, and it is crucial that we can provide evidence of our ability to take feedback from colleagues and students, explore new strategies, and focus on continuing to improve our work as conscientious and reflective instructors. This standard also helps show your focus on continuous improvement in serving the students of our institution.

Possible artifacts/evidence	Category	Distinguished	Skilled	Baseline	Unsatisfactory
Reflective teaching narrative	5.1. Professional development	Engages frequently with professional development opportunities (e.g., three or more per year).	Engages occasionally with professional development opportunities (e.g., one or two per year).	Engages infrequently with professional development opportunities (e.g., once every other year).	Does not engage with professional development opportunities.
Examples of student feedback and revised activities and assessments	5.2. Self- reflection	Demonstrates a high level of self-reflection around teaching broadly, objectively describing their strengths and weaknesses, consistent with evidence of teaching practices.	Demonstrates self-reflection around many aspects of teaching, objectively describing their strengths and weaknesses, consistent with evidence of teaching practices.	Demonstrates a limited amount of self-reflection around teaching, for example, by not identifying strengths and weaknesses or considering too narrow of a focus, or evidence is not sufficiently aligned with reflection.	Does not demonstrate self-reflection around teaching.
Participation in teaching development initiatives					
Teaching observation data					
Teaching philosophy statement	5.3. Continuous improvement plan	Develops, implements, and updates continuous personal improvement plan related to teaching.	A continuous improvement plan relative to teaching is present, but there are gaps in its implementation or adaptation.	Some evidence of a continuous improvement plan is present, but it is not well developed, implemented, or updated.	No continuous improvement plan related to teaching.
SITE Questions #5, 6 & 8					

	5.4. Incorporates feedback	Consistently implements changes to teaching <i>as a result of reflection</i> on multiple sources of feedback.	Consistently implements changes to teaching as a result of reflection on limited sources of feedback.	Occasionally makes changes to teaching or solicits feedback about teaching.	No evidence of how feedback is collected or incorporated in teaching
	5.5. Shares lessons learned about teaching with others	Demonstrates leadership as related to sharing lessons learned about teaching and/or learning.	Sustained engagement in sharing lessons learned about teaching and/or learning.	Participates in sharing lessons learned about teaching and/or learning.	Does not share lessons learned about teaching and/or learning.