

CUPE LOCAL 3904, UNIT 1 CONTRACT LECTURER ASSESSMENT FORM
CONTRACT LECTURER'S NAME: Lisa Johnston

TERM AND YEAR: Fall 2022

ASSESSOR'S NAME: Dr. Marni Binder

DEPARTMENT/SCHOOL: Early Childhood Studies

CLASS: Fourth Year Field Placement

DATE OF ASSESSMENT: November 14, 2022

COURSE NUMBER (IF APPLICABLE): CLD464

CLASS FORMAT:
☐
LECTURE
☐

Studio

☐

Lab

☐

Online

☐

Hybrid/Flipped

☐

Other (specify): _____

The Assessor is required to assess the Contract Lecturer (CL) by completing this form. The primary purpose of this assessment shall be to assist with the professional development of the CL. **As such, the assessor and the CL must first have a conversation prior to the assessment in order to clarify the nature of the class format/delivery and to identify areas of specific focus, if applicable.** Following the actual evaluation, both the Assessor and the CL must sign and date the form, after a discussion has taken place. Please use the following guide to rate the CL's performance in each of the areas:

N/A = Not applicable

1 = Unacceptable

2 = Needs Improvement

3 = Satisfactory

4 = Good / accomplishes tasks diligently and well

5 = Excellent / accomplishes all tasks at a high level

A) SCHOLARSHIP (demonstrated through lecture or classroom/online discussion or resource materials developed for course. Note that if material is online, the assessor is expected to view it prior to the class assessment)	N/A	1	2	3	4	5	SPECIFIC COMMENTS
1. Demonstrates knowledge of subject matter						X	Please see comments at the end.
2. Integrates current situational examples, developments, and/or research findings into the content					X		
3. Provides relevance and context for course content					X		
4. Includes appropriate resource material and references with no copyright violations.	X						
5. Refers students to additional resource material, where appropriate	X						

B) COURSE DELIVERY	N/A	1	2	3	4	5	SPECIFIC COMMENTS
1. Is well prepared and organized.						X	
2. Is effective in facilitating/maintaining a positive class learning environment.						X	
3. If using, audio-visual tools (e.g. ppt, visio, etc.) are clear, effective and enhance learning.	X						
C) LEARNING	N/A	1	2	3	4	5	SPECIFIC COMMENTS
1. Stimulates critical thinking and analysis through lecture, discussion, online or in class activities.					X		
2. Assists students to connect course content with prior learned knowledge.						X	
3. Actively engages students in the learning process through discussion, questions and/or in class activities.						X	
4. Provides opportunities for students to learn from one another through discussion or in class activities.						X	
5. Adjusts pedagogy to individual and/or group needs, as appropriate.	X						
D) COMMUNICATION & INTERACTION	N/A	1	2	3	4	5	SPECIFIC COMMENTS
1. Expresses ideas clearly and audibly.						X	
2. Exhibits enthusiasm and a positive attitude toward students.						X	
3. Encourages student inquiry/class discussion/ student engagement.						X	
4. Is open to alternate viewpoints from students.	X						
5. Responds to student questions and incorporates feedback.	X						
6. Treats students fairly and with respect.						X	

E. USE THIS SPACE FOR ADDITIONAL/GENERAL COMMENTS.

If you have concerns about the physical space impeding effective teaching, please forward these separately to your Chair/Director – they are not part of the evaluation process.

Dear Lisa, I enjoyed coming to today's class, staying for an hour and seeing the individual student presentations. You began by inviting the students into the learning space and engaged them in breath work. I appreciated you giving an overview of the class before starting the presentations. You offer a respectful and comfortable learning space. I appreciated how you reinforced the importance of respect and brave spaces. You also created a circle format for the class that also reinforces equal voices and presence. Your caring rapport with the students was evident.

After each student presentation, you opened up to the class for comments before you responded. This was important as it shows how much student voice is valued in the learning environment. I was also taken by how open the students were in sharing personal experiences and the depth of reflection by some of the students. Since this is the second last in person class, it was evident that is a result of the community building that has taken place throughout the term. It also reflects the level the students are at and their confidence as they enter their last year in the program. It was most meaningful to hear the narratives reflecting on their last three years and connect to this year's placement.

Your responses to each student reflected the following-

- Your ability to pose probing questions pushed the thinking further. This drew out a few students who needed to go deeper in their presentation narratives. This also demonstrates your knowledge at many levels connected to placement and teaching pedagogies.
- You referred back to course content from previous sessions
- You spoke to the importance of advocacy and used your theoretical knowledge and experiences in opening up the discussion and drawing on the comments from several students.
- You brought the conversation back to the importance of the child at the centre, the child as a competent being, which is so important
- I particularly liked how you spoke about "intention" in terms of structures, challenges, philosophical stances.
- It was very clear that many of the students who presented had stepped out of their comfort zones and were reflexive.

Question- You did go over the process for the presentations, which helped frame the class. I was wondering if they all were presenting in this session or just a certain number.

F. STRENGTHS AND RECOMMENDATIONS

Lisa, you bring such strength to working with fourth year students and synthesizing 4 years of placement and probing to enhance deep critical reflection. You offer a caring environment and one word comes to mind... Kindness.

Your theoretical and pedagogical knowledge is evident and you comfortably draw on this and your own experiences. Many of your strengths and teaching attributes are discussed in the previous section.

One minor suggestion would be to put on the white board or a slide, who was presenting that day as presentations are spanning two classes. Perhaps an agenda to outline the class in a slide. I was not sure if you post an agenda when using presentation slides.

G. CONTRACT LECTURER'S RESPONSE

Dear Marni,

Thank you for your generous and thoughtful feedback on my class. I have thoroughly read your comments and assessment and agree with your evaluation of my teaching abilities. I am grateful for the opportunity to see my work reflected through your lens and experience.

Thank you for your suggestion about posting on the white board or slide about who would be presenting.

The list of presenters was posted on D2L. Only half of the class was presenting during that seminar and the other half are presenting next seminar. However, I agree that it might be helpful to have it posted the day of so that others can follow along. I will do that for the final seminar presentations.

Thank you again for your attentive feedback and suggestions.

CONTRACT LECTURER'S SIGNATURE: Lisa Johnston DATE: Nov. 23, 2022

H) SIGNATURES: Both the Assessor and the Instructor shall sign this form to indicate that a discussion took place.

ASSESSOR'S SIGNATURE: Marni Binder DATE November 28, 2022

CONTRACT LECTURER'S SIGNATURE: Lisa Johnston DATE: Nov. 28, 2022

Note: Pursuant to Article 18 of the CUPE Local 3904 Unit 1 Collective Agreement any ongoing discussions regarding this evaluation shall be with the Contract Lecturer and the Chair/Director.

Copies: Contract Lecturer
Chair/Director
Service Record File
CUPE Local 3904 Unit 1