

Teaching Competency - personal, focussed, self-assessed

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Development of Teaching Competency at TUM

Both quality teaching and research are key elements of a university professor's profile: as a lecturer you contribute explicitly to the education of future scientists and hence promoting the teaching and learning culture at TUM. Therefore the university strongly focuses on the development of its lecturers teaching competency while leaving the process entirely in your individual responsibility. For your development you chose to get support from fellow members of your department as well as from the teaching experts at ProLehre.

Reaching for Teaching Competency – the TUM Competency Model

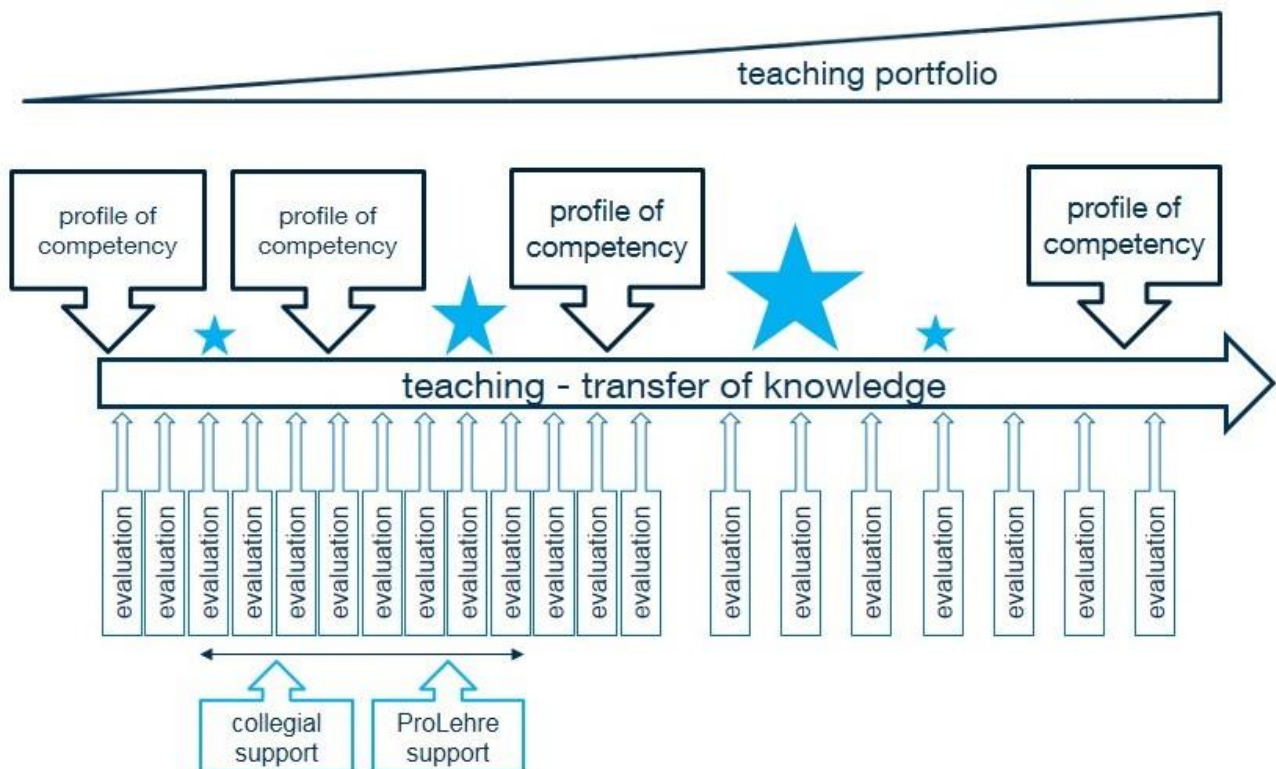
Quality teaching is essentially individual, subject specific, dependent on the target group, the infra-structure present, expectations, beliefs – and always dependent on your teaching personality. The TUM *Competency Model* is therefore an instrument to address this complexity. It allows each lecturer to position herself/himself within a given set of well-defined competencies with special regard to subject-specific aspects and particular wishes and needs as well as existent potentials for quality teaching.

Documenting Teaching Competency – the Teaching Portfolio

Quality teaching is the result of constant reflection on your teaching practice, regular exchange of ideas with fellow colleagues and the ongoing motivation for further education – and this entire process will be documented in your teaching portfolio. For Assistant Professors the Teaching portfolio will be the basis for the tenure evaluation in academic teaching.

Developing Teaching Competency

The graph below gives an overview over the development and monitoring of the teaching competency for Tenure-Track-Professors.



Motivation for Quality Teaching: Offers to Professors

ProLehre aims to enhance the lecturers' **motivation** for quality teaching, therefore we offer a variety of measures that might support your joy of teaching.

Motivation grows through the experience of one's own **competency** – therefore ProLehre offers workshops, talks and instruments to educate, monitor and promote your competency.

Motivation grows through the experience of **autonomy**: you develop your own development process for your teaching competency, without any limitations and within your individual responsibility. ProLehre supports you in all aspects concerning your teaching.

Motivation grows through being an integral **part of the teaching and learning community**: ProLehre promotes collegial exchange and a culture of teaching development through co-operation.



Your individual Competency Profile

- You can monitor your teaching competency with our TUM [Competency Model](#) (see also [guidelines for creating your teaching competency profile](#) and [Data sheet: Initializing and updating your teaching competency profile](#)).
- This will lead to your competency profile which will show you those competencies which you might wish to develop further; respective measures are constantly on offer at ProLehre (see below).
- Through regular updates of your competency profile you can monitor the development of your teaching competency.



The Teaching Portfolio

Continued documentation of all activities concerning your teaching will build up to your teaching portfolio. It comprises the following elements:

- Teaching philosophy
- Teaching biography
- Teaching practice
- Module descriptions (with comments)
- Activities concerning academic teaching
- Supervision of students' theses
- Student evaluations (with comments)
- further training in higher education

Your teaching profile may prove to be a good basis for your teaching portfolio. Consulting and feedback considering your portfolio can be obtained from your [department's ProLehre partner](#).



Seminars and Workshops

- The ProLehre [training program](#) offers seminars (German and English) exclusively for professors (e.g. *Effektive Vorlesungen* oder *Rechtliche Aspekte der Hochschullehre*).
- Assistant Professors can join the modules T1 (*Concepts of Teaching and Learning*) and T2 (*Implementing Teaching Concepts*) which focus particularly on the needs of newly appointed assistant professors.
- The "Forum on Professional Teaching" offers professors to in-depth discuss aspects of current interest concerning their teaching with colleagues and experts on didactics.



Individual Consulting and Feedback

- For all issues concerning your teaching, e.g. feedback on your performance in class, support with the planning of a new module or consulting with respect to your competence profile, please contact your [department's ProLehre partner](#).
- Should you wish for collegial exchange, maybe even outside your department, ProLehre will be happy to put you in touch with experienced and highly motivated professors.
- For all aspects concerning the use of modern media in teaching and learning please refer to the TUM Medienzentrum.
- A comprehensive documentation of all workshops, trainings etc. for Assistant Professors can be found on the TUM Academy homepage and the ProLehre homepage.
- Speziell zum Einsatz von Medien in der Lehre unterstützt Sie das Team des [Medienzentrums](#) der TUM.
- Weiterbildungsangebote speziell für Assistant Professors finden Sie stets aktualisiert auf den Webseiten der [TUM Academy](#) und von [ProLehre](#).



Handouts:

- [teaching portfolio](#)
- [personal teaching competency profile](#)