Guidelines for creating your teaching competency profile

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This teaching competency profile has been developed to help you assess your current level of teaching expertise and to document the advancement of your teaching competencies as a (assistant, associate or full) professor at Technische Universität München.

Building on the manual entitled A Competency Model for University Educators, the competency profile encompasses four key competency areas, each of which comprises competencies that can be assessed in terms of an introductory, advanced, and master level. As shown in the overview below, these four key areas – consisting of Developing a teaching plan (D), Implementing a teaching plan (I), Organizing your framework for teaching (O), and Reflection and refining your teaching competencies (R) – cover the following 29 teaching competencies:

Of particular importance are the core competencies (highlighted in blue above). These competencies:
- are indispensable to building and maintaining a high standard of excellence in academic teaching and learning, as defined on the basis of current higher education pedagogy research,
- are vital to the success of your daily teaching practice as a university educator, and
- will be essential to the professionalization of your academic teaching practice.

Preparing Your Profile and Setting Your Goals

- **Determining your current status (i.e., baseline level of proficiency)**
  To familiarize yourself with these teaching competencies and the criteria for each level of expertise, please refer to the Competency Model for University Educators. Using the Data sheet: Initializing and updating your teaching competency profile, please evaluate your current level of proficiency. For each of the 29 competencies listed, how would you rate yourself?

- **Defining your target state (i.e., developmental objectives)**
  Next, select at least five competencies where you would like to advance to a higher level of expertise. Three of these should be core competencies; you are free to choose additional competencies as desired. Briefly describe how your teaching practice will benefit from academic teacher training focusing on your competencies of choice.

- **Identifying further competency enhancement opportunities (via interim and final self-assessments)**
  To pinpoint any competencies that may necessitate further training, two additional self-assessments will be required: Within the first few semesters, an interim self-assessment will indicate the areas where you may need to invest in supplementary seminars. Your concluding self-assessment, to be performed another 1-2 semesters later, will finalize your teaching competency profile, which may represents the starting point for your teaching portfolio and preliminary peer review.

- **Services**
  The Data sheet: Initializing and updating your teaching competency profile is the point of departure for your personal competency profile.
  We will be glad to provide personal support! Contact us at [http://www.prolehre.tum.de](http://www.prolehre.tum.de)