## Appendix 2: UKPSF Diagnostic Tool:

**Diagnostic Tool: What is my current profile for teaching and learning?**

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| **Area of Activity** | **Have you?** | | **Are you?** | | **Do you?** | **How do you know?**  **Comments/reflections/observations** |
| Designed and planned teaching | Never | Sometimes | Unsure | Novice | Support | * Received positive feedback * Successful completion of modules |
| Always | Often | Confident | Expert | Lead |
| Designed programmes/modules | Never | Sometimes | Unsure | Novice | Support | * Received positive feedback |
| Always | Often | Confident | Expert | Lead |
| Taught or supported student learning at different levels and in different contexts | Never | Sometimes | Unsure | Novice | Support | * Taught primary school, college level, university (also coaching sport) |
| Always | Often | Confident | Expert | Lead |
| Assessed student work | Never | Sometimes | Unsure | Novice | Support | * Performed some exams |
| Always | Often | Confident | Expert | Lead |
| Given feedback to students on their learning and progress | Never | Sometimes | Unsure | Novice | Support | * Observed improvements and progress |
| Always | Often | Confident | Expert | Lead |
| Developed effective learning environments | Never | Sometimes | Unsure | Novice | Support | * Successful completion of a module |
| Always | Often | Confident | Expert | Lead |
| Developed approaches to student support and guidance | Never | Sometimes | Unsure | Novice | Support | * Provided audio-visual aids and material to support learning |
| Always | Often | Confident | Expert | Lead |
| Engaged in CPD in subjects/disciplines and their pedagogy | Never | Sometimes | Unsure | Novice | Support |  |
| Always | Often | Confident | Expert | Lead |
| Incorporated research, scholarship and evaluation of professional practices | Never | Sometimes | Unsure | Novice | Support | * Introduced research-led teaching on some lectures |
| Always | Often | Confident | Expert | Lead |

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| **Core Knowledge** | **Level of Knowledge** | | **Do you?** | | |  |
| Your subject area | Novice | Expert | Manage | Lead | Contribute | * Published several research papers * Acknowledged by my community (e.g. via prizes) |
| Awareness of different strategies for teaching | Novice | Expert | Manage | Lead | Contribute | * Limited knowledge on pedagogy of teaching |
| How students learn generally and within their subject discipline areas | Novice | Expert | Manage | Lead | Contribute | * Lacking knowledge on individual learning styles |
| Make effective use of and value appropriate learning technologies | Novice | Expert | Manage | Lead | Contribute | * I make use of technology, yet at a basic level. Needing improvements |
| Methods for evaluating the effectiveness of teaching | Novice | Expert | Manage | Lead | Contribute | * I need to perform more systematic self-reflection |
| Implications of quality assurance and enhancement for academic and professional practice focusing on teaching | Novice | Expert | Manage | Lead | Contribute | * I need to better understand principles of quality assurance enhancement |

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| **Professional Values** | **How often do you?** | | **Degree of Awareness/knowledge** | | | **How do you know?**  **Comments/reflections/observations** |
| Demonstrate respect for individual learners | Never | Sometimes | Unsure | Confident | Strategic | * Observations of individual behaviour * Received positive feedback about creating inclusive environments |
| Always | Often |
| Work with diverse learning communities | Never | Sometimes | Unsure | Confident | Strategic | * I have experiences of working at different educational levels (from primary school to higher education) |
| Always | Often |
| Use evidence-informed approaches | Never | Sometimes | Unsure | Confident | Strategic | * I am aware of some basic approaches, but my knowledge is overall lacking |
| Always | Often |
| Incorporate outcomes from research, scholarship and CPD | Never | Sometimes | Unsure | Confident | Strategic | * I often attempt to incorporate my research into my teaching |
| Always | Often |
| Acknowledge the wider context of HE and the implications of this for practice | Never | Sometimes | Unsure | Confident | Strategic | * Needs development |
| Always | Often |

**After completing the self-review, consider the following**:

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| **What are my main strengths?**  Good communication; good understanding of what engages students; experience with different learners at different educational levels; empathy; being a good listener; |
| **What areas do I need to develop to progress to the next descriptor?**  Better understanding and developing broader knowledge on methods and techniques to develop more effective and evidence-based teaching experiences; systematic self-reflection; |

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