



1 Assessment of teaching skills at the Faculty of Medicine

The assessment of teaching skills is based on the Regulations of the University of Helsinki and the [practices for the assessment of teaching skills at the University of Helsinki](#), according to which the minimum requirements for teaching skills vary by position. This must be taken into consideration when assessing teaching skills and their sufficiency in relation to the position to be filled. The assessment of teaching skills must take into account the applicant's such skills as a whole.

The assessment will consider the areas of assessment for teaching skills referred to in the Regulations of the University of Helsinki (section 34): teaching experience and pedagogical training, the ability to produce learning material, other teaching merits and a teaching demonstration.

In accordance with section 37 of the Regulations on Degrees and the Protection of Students' Rights at the University of Helsinki, the assessment scale used is the five-tier scale wherein the middle tier is 'good'. The assessment encompasses both the teaching merits and qualifications described on the electronic form provided for this purpose and the public teaching demonstration.

1.1 Assessment of teaching qualifications

Applicants must attach to their application documents a form for reporting teaching qualifications, describing their teaching qualifications in the relevant areas. Teaching qualifications are assessed on the basis of responses to each question on the form, so please answer all questions carefully.

Form for reporting teaching qualifications.

<https://elomake.helsinki.fi/lomakkeet/121465/lomake.html?rinnakkaislomake=english>

The overall assessment of teaching qualifications focuses on the following areas:

- Teaching experience
- Pedagogical training
- Ability to produce learning material
- Other teaching merits
- A demonstration of teaching skills

The assessment matrix for teaching skills of the Faculty of Medicine describes the requirements for each area of assessment, with the exception of the requirements for the demonstration of teaching skills. These requirements have been described separately in the Faculty's assessment matrix for teaching demonstrations.

The overall grade for teaching skills is not necessarily the mathematical average of the assessed areas; rather, different areas may compensate for each other or receive varying emphasis in relation to the position in question and its requirements.

Teaching skills are assessed by the teaching skills committee of the Faculty of Medicine, which will issue a written statement on teaching skills.

1.2 Demonstration of teaching skills, general instructions for all providing a demonstration

The demonstration of teaching skills is open to the public. In addition to the teaching skills committee, the teaching demonstration will be observed by other audience members. Please invite your colleagues and students to attend the demonstration by sharing the schedule and a Zoom link, if applicable.

The context of the demonstration of teaching skills (target group and location in the syllabus or course) must be stated at the beginning of the demonstration.

At the demonstration, the applicant should teach as they would in a genuine teaching situation. The applicant is expected to engage the audience following the demonstration as if they were students of the target group.

The demonstration of teaching skills can be a lecture or another situation involving guidance and supervision associated with, for example, a seminar. The demonstration must always be a learning opportunity for students. Scholarly expert and conference presentations without an educational goal are not, as such, suited to demonstrations of teaching skills. The demonstration must be designed and constructed from the student perspective. The applicant must ensure that students' learning and thinking are supported and promoted in the learning situation.

The successful assessment of the teaching demonstration hinges on the applicant having independently designed the teaching situation in accordance with the topic, as well as the material used in it.

1.2.1

In the case of teaching and research positions, demonstrations of teaching skills are assessed by position-specific teaching skills committees. Applicants for the same position cannot follow each other's teaching demonstrations.

The duration of a teaching demonstration is 20 minutes. After the demonstration, the teaching skills committee and the audience may pose questions for up to 10 minutes. The topic, target group and language are decided by a separately established appointment committee.

The demonstration of teaching skills is designed as an independent teaching session lasting 20 minutes. The applicant must engage students in the teaching situation as they would in a genuine teaching situation. Explanations on how the applicant would implement a specific section in genuine teaching situations must be minimised and, if included, fitted into the given 20 minutes.

1.2.2

The demonstrations of teaching skills by **applicants for the title of docent** are assessed by one-off teaching skills committees established from the membership of the docentship committee.

Those applying for the title of docent can choose their own topic. The topic of the demonstration should be of interest to students of the discipline, and should be such that it could be included in the discipline's curriculum.

The duration of a teaching demonstration is 20 minutes. After the demonstration, the teaching skills committee and the audience may pose questions. The demonstration can also contain a certain amount of information on how the applicant would implement a specific section in a genuine teaching situation, without exceeding the 20 minute limit.

1.3 Assessment of the demonstration of teaching skills

The assessment of the teaching demonstration (see the Faculty of Medicine's assessment matrix for teaching demonstrations) focuses on the following areas:

- Learning outcomes, target group and context
- Teaching content
- Teaching methods and aids
- Review and assessment
- The demonstration of teaching skills as a whole

The main focus of the assessment of the demonstration will be on the ability of the applicant to engage and direct participants in learning and how the aspects indicated in the applicant's report on teaching skills are manifested in the teaching situation.

1.4 Preparing for the demonstration of teaching skills

1. Carefully familiarise yourself with the assessment matrix for demonstrations of teaching skills of the Faculty of Medicine. Prepare a 20-minute teaching demonstration on your topic, taking into consideration the target group and language. The teaching should be carried out in a manner that corresponds to the applicant's understanding of good teaching. At the event, the applicant can use the teaching equipment as they see fit, depending on the implementation method (Zoom or physical teaching facility).
2. Give your teaching demonstration on the agreed date and time, and answer questions from the audience after your demonstration. Applicants are notified of the assessment of their teaching demonstration and teaching skills in writing at the end of the application process.