

APPROVED

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2018 of the Senate of Vilnius University
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2026 of the Senate of Vilnius University)

PEDAGOGICAL COMPETENCIES

Members of the teaching staff base their relations with students, colleagues and the community on the principles of respect, responsibility, honesty, impartiality, non-discrimination and open-mindedness enshrined in the Statute of Vilnius University.

Each member of the Vilnius University (hereinafter the University) teaching staff must have no less than a satisfactory level of the following pedagogical competencies, which are considered basic (evaluated according to the totality of criteria specified below):

1. Continuous improvement of skills for teaching and supervising students:

Pedagogical competency is demonstrated by the constant updating of knowledge and improvement of practical skills for teaching and supervising the independent work of students, based on self-evaluation of pedagogical practice. The level of competency is determined by taking into account how the member of the teaching staff meets the following requirements:

- a) uses feedback from students and/or colleagues to improve skills for teaching and supervising students;
- b) improves pedagogical skills in professional development activities on the basis of university education research and/or examining their own teaching practice;
- c) shares know-how and good practice on teaching and learning with colleagues at the university and beyond (e.g. participates in discussions and national and/or international conferences, conducts research on teaching and learning, etc.).

2. Teaching and supervising students, focused on learning support and the achievement of learning outcomes:

Pedagogical competency is demonstrated by the ability of the member of the teaching staff to plan the teaching and learning process and effectively help students achieve learning outcomes through a variety of teaching methods. The level of competency is determined by taking into account how the member of the teaching staff meets the following requirements:

- a) defines the objectives of the study course unit (module) and the study and assessment methods, and ensures their mutual coherence by involving students;
- b) bases the content of the course unit on relevant research in their field and discusses the practical application of the knowledge with students;
- c) develops students' skills of independent selection of information and research, critical analysis, and involves students in collaborative knowledge creation (e.g. research projects, writing articles, etc.);
- d) uses active learning methods and takes advantage of students' abilities and cultural diversity in the study process.

3. Development of educational content and the learning environment:

Pedagogical competency is demonstrated by the ability of the member of the teaching staff to use and develop educational content to achieve learning outcomes, as well as active cooperation with colleagues, students and social partners in creating the learning environment. The level of competency is determined by taking into account how the member of the teaching staff meets the following requirements:

- a) develops and uses research-based educational materials and assignments developed by others to achieve learning outcomes;
- b) uses information communication technologies for effective teaching/learning;
- c) actively contributes to the quality assurance and development of the teaching and learning environment;
- d) improves teaching by becoming involved in interdisciplinary teaching teams.

