Saint Leo University is not just about policies and procedures. While these are necessary, our University is, most of all, about people with a mission to educate and prepare other people to make a good living and a better life for themselves and their communities. Benedictine monks and nuns founded Saint Leo University. We emphasize today the core Benedictine values of community, respect for all and stewardship, along with the values of excellence, personal development and integrity. We work hard in all of our many locations to fulfill our mission and establish environments that manifest these values.

- Dr. Arthur F. Kirk, Jr.
President, Saint Leo University

All Saint Leo University full-time faculty, instructors, and adjuncts are teachers committed to serving our students and our communities. Our core values are directly related to teaching expectations and evaluations will be focused on academic instructional skills. We hold high expectations for both our faculty and our students. Instructional competencies for all on-ground and on-line faculty, full and part-time, are outlined in this brochure.
Saint Leo University faculty exemplify the core values by:

**Respect**
- Respecting diverse talents and ways of learning
- Demonstrating, through attire, demeanor, and use of the language of the field, what it means to work as a professional in higher education as well as in the field of study
- Using strategies to accommodate different learning styles and experiential backgrounds
- Drawing connections between new information and prior student knowledge
- Providing feedback to students on assessments beyond right/wrong
- Providing corrective feedback to wrong answers/incorrect information posed by students
- Providing prompt and meaningful feedback
- Using students’ names when asking or answering questions
- Modeling respect towards others
- Responding to questions from students quickly and with clarity

**Excellence**
- Communicating high expectations
- Clearly stating goals or objectives for the instructional session
- Assuring that objectives are demonstrable and measurable
- Planning and implementing lessons that utilize varied motivational strategies and resources
- Using examples and non-examples relevant to student experience and course objectives
- Using active learning techniques
- Giving clear directions and checking for understanding
- Demonstrating an appropriate depth of knowledge and thought for the course
- Communicating knowledge of subject matter in a manner that facilitates student learning
- Demonstrating the ability to analyze difficult concepts and procedures and to present them in terms of component parts
- Organizing and sequencing steps to ensure and enhance learning
- Demonstrating appropriate instructional and delivery strategies for the content to be learned
- Recognizing common novice misconceptions in the subject area and being able to correct them
- Guiding and prompting learning
- Using effective written and oral communication skills
- Summarizing main points at the close of the instructional session
- Ensuring methods of assessment are clear to the student
- Utilizing informal assessments when appropriate

**Stewardship**
- Encouraging time on task
- Using appropriate technology to enhance learning
- Maintaining smooth and efficient routines
- Using learning time effectively
- Re-engaging students who are off-task
- Actively monitoring the learning environment
- Guiding students in the application, retention, and transfer of course content to their personal and professional lives

**Personal Development**
- Presenting up-to-date developments in the field
- Regularly reflecting on his/her teaching and making changes as necessary
- Actively engaging in activities that enhance personal and professional learning
- Modeling a commitment to life-long learning

**Integrity**
- Assuring information provided in classroom interactions is accurate
- Maintaining honesty in all dealings with students
- Maintaining confidentiality
- Presenting the content as outlined in the curriculum guide
- Assessing the goals/objectives
- Accurately maintaining student records

**Community**
- Facilitating student-to-student interaction
- Encouraging contact between students and faculty
- Developing reciprocity and cooperation among students
- Designing and planning situations where students can learn from each other
- Encouraging thoughtful student participation
- Fostering a caring environment