

## Codes: Protocol for Advancing Inclusive Teaching Efforts (PAITE)

| Code          | What the Instructor is Doing  |
|---------------|---|
| <b>PRIOR</b>  | <b>Prior Knowledge Assessment:</b> The instructor measures students' baseline knowledge or skills using a formal or informal assessment that is turned in.  |
| <b>COMP</b>   | <b>Comprehension Check:</b> The instructor asks students questions that check their understanding through an informal, low-stakes assessment that is not turned in.   |
| <b>DIVEX</b>  | <b>Diverse Examples:</b> The instructor provides examples that present a diversity of people, situations, perspectives, or ideas.   |
| <b>MED</b>    | <b>Diverse Visuals or Media:</b> Visual materials (eg. slides, images, videos and other visual materials) are reflective of diversity or instructor incorporates various (more than 1) forms of media (e.g. slides, films, music, videos, articles, simulations, etc.). Can include physical objects. |
| <b>REAL</b>   | <b>Real-world Connections:</b> The instructor applies course material or learning activities beyond the classroom.  |
| <b>COM</b>    | <b>Community Standards:</b> Referenced by the instructor to hold community members accountable to an inclusive learning environment.  |
| <b>REL</b>    | <b>Relationship Building:</b> The instructor allows time for informal student-to-student or student-to-instructor conversation for relationship building.   |
| <b>NAME</b>   | <b>Student Names:</b> The instructor calls on students by their names during class.   |
| <b>AFFIRM</b> | <b>Verbal Affirmations:</b> Instructor uses words of encouragement and praise that validate students' contributions.  |
| <b>GROW</b>   | <b>Growth Mindset Language:</b> Instructor focuses on process and progress of learning rather than on outcomes.   |
| <b>EXCL</b>   | <b>Address Exclusionary or Other Oppressive Acts:</b> The instructor acknowledges and addresses exclusionary or oppressive acts if they occur during class.   |
| <b>IDEN</b>   | <b>Questions Based on Group Identity:</b> The instructor asks questions based on group identity and avoids forced spokespersonship to avoid making assumptions about a particular student's background.   |
| <b>EQPART</b> | <b>Equitable Participation:</b> The majority of the students are engaged in an activity in which they are actively participating.   |
| <b>ACTIVE</b> | <b>Active Learning:</b> The instructor uses active learning strategies which involve students engaging with the material and thinking about what they are doing.  |
| <b>CHOICE</b> | <b>Student Choice:</b> The instructor offers students the opportunity to choose between different activities or options.  |
| <b>O</b>      | <b>Other:</b> A teaching behavior not accounted for in the other codes (e.g. lecturing)   |

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