

Appendix A

Assessment of Dispositional Professional Qualities in Teacher Education Program Candidate—Draft

This form will be used to evaluate dispositions that education students display during class and field experiences, to document professional progress, and to identify areas where improvement is needed.

Not Applicable or Not Observed	Serious Concerns	Needs Improvement	Emerging	Acceptable
NA	0	1	2	3
	Behavior displayed is contrary to expectations for this disposition	Behavior is displayed occasionally	Behavior is displayed frequently	Behavior is displayed frequently and consistently

Caring: Candidates with this set of dispositions value and appreciate all aspects of other persons' well being—cognitive, emotional, and spiritual—thereby enhancing opportunities for learning needs of other education students and in working with professionals. The following list comprises many, but not all, of the qualities, tendencies, and/or behaviors which characterize a set of caring dispositions:					
1.1 Empathy: Inclination to identify with, and see things from the perspective of others	NA	0	1	2	3
1.2 Compassion: Sympathy, often with a desire to help relieve the suffering of others	NA	0	1	2	3
1.3 Rapport: Ability to develop appropriate relationships with peers and other stakeholders	NA	0	1	2	3
1.4 Respect: Shows appropriate regard for the needs, ideas, and experiences of others	NA	0	1	2	3
1.5 Passion: Demonstrates interest, enthusiasm and optimism for the people, content, and context of the teaching/learning process	NA	0	1	2	3
1.6 Cultural Competence: appreciates and capitalizes upon diversity; is aware of and acts to reduce one's own biases; employs culturally sensitive pedagogy	NA	0	1	2	3
Comments:					
Communication: Candidates with this set of dispositions are sensitive to and skillful in the various aspects of human activity. They have effective interpersonal relationship skills and attitudes that foster collaborative enterprises useful in enhancing the teaching/learning process. The following list comprises many, but not all, of the qualities, tendencies, and/or behaviors which characterize a set of communicative dispositions:					
2.1 Presence: Keen with-it-ness and engagement in human interactions and others' needs	NA	0	1	2	3
2.2 Responsiveness: Attentive to others' needs; the ability and inclination to act as best meets the needs, subtle as well as obvious, of others and their circumstances	NA	0	1	2	3
2.3 Attentiveness: Concentrates on others' communication; takes others' communication into account	NA	0	1	2	3
2.4 Authenticity: Genuineness that fosters and enhances the teaching and learning process while exercising judgment about personal and professional boundaries	NA	0	1	2	3
2.5 Collaborativeness: Seeks means to involve & work with others in planning, problem solving, and learning	NA	0	1	2	3
2.6 Voice: Speaks out when the need arises	NA	0	1	2	3
Comments:					

Creative: Candidates with this set of dispositions display the capacity to envision and craft things in novel and meaningful ways to meet the needs of students. The following list comprises many, but not all, of the qualities, tendencies, and/or behaviors which characterize a set of creative dispositions:					
3.1 Flexibility: Adapts, adjusts, and modifies practices to meet the needs of students and peers; thinks on one's feet; is comfortable with change	NA	0	1	2	3
3.2 Inventiveness: Uses the needs and interests of students to approach curricular and strategic decisions; visualizes and implements novel ideas and practices	NA	0	1	2	3
3.3 Resourcefulness: Utilizes resources in effective ways; adapts practices to unforeseen challenges	NA	0	1	2	3
Comments:					
Critical: Candidates with this set of dispositions have the ability to examine closely, to critique, and to ask questions. They do not accept the status quo at face value but employ higher level thinking skills to evaluate, analyze, and synthesize. Self-evaluation and reflection characterize candidates with this set of dispositions. The following list comprises many, but not all, of the qualities, tendencies, and/or behaviors which characterize a set of critical dispositions:					
4.1 Reflectiveness: Takes time consistently to evaluate effectiveness of instruction & behavior in terms of the larger goals of education; nurtures reflectivity in students and peers; reflects on own growth and accountability	NA	0	1	2	3
4.2 Initiative: Exhibits a willingness to pursue solutions to problems or questions; gathers relevant data and persistently seeks to improve situations or areas of need	NA	0	1	2	3
4.3 Open-mindedness: Exhibits an ability to look at different sides of an issue; recognizes the possibility of error in one's own beliefs and practices; does not display or act upon prejudices against people or ideas	NA	0	1	2	3
4.4 Efficacy: Nurtures high expectations, demonstrates self-direction and confidence, and empowers students and peers	NA	0	1	2	3
4.5 Humility: Places the needs of the learner and/or learning task above one's own ego; reflects on own growth and accountability	NA	0	1	2	3
Comments:					
Contextual: Additional qualities defined by and consistent with your institutional mission/conceptual framework:					
5.1 Not applicable	NA	0	1	2	3
5.2 Not applicable	NA	0	1	2	3
Professional Requirements: These are qualities and practices that teacher candidates must exhibit in order to be recommended for licensure, some of which are explicit in the State Code of Ethics and Code of Responsibilities. The candidates will display all of the following qualities and/or behaviors that characterize this set of professional requirements. Also, because each of these is considered absolutely necessary, each one will be separately assessed:					
6.1 Professionalism: Endeavors to meet the standards expected of a teacher such as appropriateness of dress, grooming, demeanor, punctuality, tact, discretion, courtesy, etc.	NA	0	1	2	3
6.2 Personal and Professional Ethics and Integrity: Adheres strongly to high moral principles and ethical standards as expressed in the [State] Code; evidences integrity	NA	0	1	2	3
6.3 Work Ethic/Responsibility: Attends to school policy for teacher attendance; completes teaching-related tasks in a thorough and efficient manner	NA	0	1	2	3
6.4 Confidentiality: Complies with federal, state, and school policies relating to confidentiality	NA	0	1	2	3
Comments:					