

## Teacher Education Unit Dispositions Rubric

<b>VALUES LIFE-LONG LEARNING AND KNOWLEDGE</b>			
<b>Unacceptable</b>	<b>Developing</b>	<b>Proficient</b>	<b>Advanced</b>
<b>ENGAGEMENT</b>			
<p>The candidate:</p> <ul style="list-style-type: none"> <li>• Is inattentive</li> <li>• Rarely participates</li> <li>• Constantly needs to be reminded to stay on task</li> <li>• Intentionally distracts others from learning</li> <li>• Is reluctant to take initiative in field experiences, classroom activities or discussions</li> <li>• Fails to make-up missed work</li> <li>• Does not attend class on a regular basis or is late often</li> <li>• Displays negative attitude towards involvement</li> </ul>	<p>The candidate:</p> <ul style="list-style-type: none"> <li>• Occasionally is inattentive</li> <li>• Occasionally participates</li> <li>• May inadvertently distract others</li> <li>• Occasionally takes initiative in field experiences, classroom activities or discussions</li> <li>• Does only what is required</li> <li>• Avoids challenging work</li> <li>• Makes up missed work when reminded</li> <li>• Generally displays a positive attitude towards involvement</li> </ul>	<p>The candidate:</p> <ul style="list-style-type: none"> <li>• Pays attention</li> <li>• Consistently participates</li> <li>• Takes initiative in field experiences or in classroom activities or discussions</li> <li>• Engages in challenging work</li> <li>• Makes up missed work promptly</li> <li>• Attends class on a regular basis</li> <li>• Displays a positive attitude toward involvement</li> </ul>	<p>The candidate:</p> <ul style="list-style-type: none"> <li>• Intently focuses on subject matter</li> <li>• Actively participates which enhances the learning experience for others</li> <li>• Consistently shows initiative in class or field experiences</li> <li>• Embraces challenging work</li> <li>• Makes arrangements to make up assignments prior to absences and completes missed work</li> <li>• Displays a positive attitude toward involvement that is engaging to other participants</li> </ul>
<b>SELF-REFLECTION AND CRITICAL THINKING</b>			
<p>The candidate:</p> <ul style="list-style-type: none"> <li>• Avoids self-reflection or is unable to self-reflect for growth</li> <li>• Reacts defensively to suggestions</li> <li>• Wants explicit instruction on what to do</li> <li>• Cannot handle ambiguity</li> </ul>	<p>The candidate:</p> <ul style="list-style-type: none"> <li>• Superficially self-reflects</li> <li>• Hears yet dismisses suggestions</li> <li>• Occasionally requests instruction on what to do</li> <li>• Appears interested by other points of view but has trouble acting on them</li> </ul>	<p>The candidate:</p> <ul style="list-style-type: none"> <li>• Self-reflects for growth</li> <li>• Responds to suggestions and acts upon them</li> <li>• Rarely needs to have explicit instructions</li> <li>• Invites and acts on multiple perspectives</li> </ul>	<p>The candidate:</p> <ul style="list-style-type: none"> <li>• Is committed to self-reflection</li> <li>• Seeks out suggestions for growth</li> <li>• Articulates multiple perspectives independently</li> </ul>

Comments:

VALUES DIVERSITY			
Unacceptable	Developing	Proficient	Advanced
<b>RELATIONSHIPS WITH OTHERS</b>			
<p>The candidate:</p> <ul style="list-style-type: none"> <li>• Avoids those who present viewpoints or experiences that differ from his/her own</li> <li>• Participates in the use of negative stereotypes and language in interactions with others</li> <li>• Acts on the belief that <u>not</u> all children can learn</li> <li>• Is unaware or unwilling to reflect upon own knowledge, skills and dispositions concerning diversity thereby preventing change or growth</li> </ul>	<p>The candidate:</p> <ul style="list-style-type: none"> <li>• Usually works only with those of similar backgrounds and viewpoints but generally interacts with others in a polite, courteous and professional manner</li> <li>• Does not intervene when others use negative stereotypes and language in interactions with others</li> <li>• Is conflicted about the belief that all children can learn</li> <li>• Exhibits inconsistent or inaccurate analysis of own knowledge, skills and dispositions concerning diversity</li> </ul>	<p>The candidate:</p> <ul style="list-style-type: none"> <li>• Works constructively with others of different backgrounds and viewpoints</li> <li>• Voices discomfort with other's use of negative stereotypes and language in interactions with others</li> <li>• Believes that all children can learn</li> <li>• Analyzes own knowledge, skills and dispositions concerning diversity to grow personally and professionally</li> </ul>	<p>The candidate:</p> <ul style="list-style-type: none"> <li>• Actively seeks opportunities to work and interact with those of different backgrounds</li> <li>• Confronts use of negative stereotypes and language in interactions with others and promotes pro-social behavior</li> <li>• Acts on the belief that all children can learn and sets challenging expectations</li> <li>• Serves as an advocate for the benefits of diversity based on own growth</li> </ul>

Comments:

<b>VALUES COLLABORATION</b>			
<b>Unacceptable</b>	<b>Developing</b>	<b>Proficient</b>	<b>Advanced</b>
<b>WORKING WITH INDIVIDUALS OR GROUPS</b>			
<p>The candidate:</p> <ul style="list-style-type: none"> <li>Shows little or no regard for other people or their ideas</li> <li>Puts forth little or no effort to do a fair share of the work</li> <li>Demonstrates no initiative within collaborative settings</li> </ul>	<p>The candidate:</p> <ul style="list-style-type: none"> <li>Accepts ideas of others</li> <li>Conforms to assigned roles, only doing the minimum required amount of the work</li> <li>Demonstrates limited initiative within collaborative settings</li> </ul>	<p>The candidate:</p> <ul style="list-style-type: none"> <li>Incorporates ideas of others to promote group success</li> <li>Contributes ideas and effort to the group</li> <li>Within collaborative settings, takes initiative with group responsibilities, completing them in a timely manner</li> </ul>	<p>The candidate:</p> <ul style="list-style-type: none"> <li>Encourages the use of ideas from all to ensure success for the group</li> <li>Actively promotes group goals through collaborative efforts</li> <li>Takes a leadership position and promotes completion of tasks by group members</li> </ul>
<b>COMMUNICATING ACROSS GROUPS</b>			
<p>The candidate:</p> <ul style="list-style-type: none"> <li>Avoids conversations or is argumentative or defensive with professionals, families and/or community members</li> </ul>	<p>The candidate:</p> <ul style="list-style-type: none"> <li>Attends to conversations with peers, professionals, families and/or community members</li> </ul>	<p>The candidate:</p> <ul style="list-style-type: none"> <li>Willingly and consistently participates in conversations with peers, professionals, families and/or community members</li> </ul>	<p>The candidate:</p> <ul style="list-style-type: none"> <li>Actively facilitates conversations with peers, professionals, families and/or community members</li> </ul>

Comments:

<b>VALUES PROFESSIONALISM</b>			
<b>Unacceptable</b>	<b>Developing</b>	<b>Proficient</b>	<b>Advanced</b>
<b>PREPARATION</b>			
<p>The candidate:</p> <ul style="list-style-type: none"> <li>• Is unreliable and tardy in completing work</li> <li>• Completes the work without attention to quality, clarity or adequate preparation</li> <li>• Fails to notify instructor/supervisor before absence/tardiness</li> </ul>	<p>The candidate:</p> <ul style="list-style-type: none"> <li>• Is usually punctual and reliable in completing work</li> <li>• Completes the work to meet minimum requirements for quality, clarity or adequate preparation</li> <li>• Notifies instructor/supervisor before absences/tardiness</li> </ul>	<p>The candidate:</p> <ul style="list-style-type: none"> <li>• Is punctual and reliable in completing work</li> <li>• Creates products that exhibit attention to detail and evidence of thoughtful analysis and adequate time allocated for planning and work</li> <li>• Usually makes prior arrangements with instructor/supervisor when absence is necessary</li> </ul>	<p>The candidate:</p> <ul style="list-style-type: none"> <li>• Completes work before deadlines</li> <li>• Completes work of exceptional quality with evidence of personal reflection, revision, initiative and creativity</li> <li>• Always makes prior arrangements with instructor/supervisor when absence is necessary</li> </ul>
<b>POLICIES AND PROCEDURES</b>			
<p>The candidate:</p> <ul style="list-style-type: none"> <li>• Sometimes disregards known policies or restrictions</li> <li>• Sometimes wants exceptions to be made for himself/herself</li> <li>• Sometimes tries to circumvent established rules (e.g., appearance, behavior, attendance, language, etc.)</li> </ul>	<p>The candidate:</p> <ul style="list-style-type: none"> <li>• Usually follows rules and policies without having to be reminded by others</li> <li>• When reminded about breaches of rules or policies, accepts them and does not attempt to circumvent them</li> </ul>	<p>The candidate:</p> <ul style="list-style-type: none"> <li>• Follows rules and policies consistently and accepts responsibility for personally following them (e.g., appearance, behavior, attendance, language, etc.)</li> <li>• Shares concern about rules with appropriate parties but honors the rules</li> </ul>	<p>The candidate:</p> <ul style="list-style-type: none"> <li>• Follows rules and policies and encourages others to respect them</li> <li>• Shows exemplary patterns of behavior with respect to rules and policies</li> <li>• Shares concern about rules with appropriate parties, facilitates dialogue for making changes and is proactive in offering solutions</li> </ul>
<b>PROFESSIONAL DEVELOPMENT</b>			
<p>The candidate:</p> <ul style="list-style-type: none"> <li>• Shows no interest in pursuing a personal plan for professional growth</li> <li>• Ignores opportunities for development when they arise</li> <li>• Has not created a plan for professional growth</li> </ul>	<p>The candidate:</p> <ul style="list-style-type: none"> <li>• Shows limited interest in pursuing a personal plan for professional growth</li> <li>• Limits participation in professional development to required activities</li> <li>• Has created a cursory plan for professional growth</li> </ul>	<p>The candidate:</p> <ul style="list-style-type: none"> <li>• Seeks out opportunities as part of a personal plan for professional growth</li> <li>• Is active in professional development; for example, is an active member of a professional organization, attends professional activities, and/or volunteers for service</li> <li>• Has created a plan for professional growth</li> </ul>	<p>The candidate:</p> <ul style="list-style-type: none"> <li>• Maintains and continuously revisits a personal plan for professional growth</li> <li>• Is highly engaged in professional development; for example, provides leadership and/or is an advocate for individual students or the teaching profession</li> <li>• Has enacted a plan for professional growth</li> </ul>

<b>VALUES PERSONAL INTEGRITY</b>			
<b>Unacceptable</b>	<b>Developing</b>	<b>Proficient</b>	<b>Advanced</b>
<b>EMOTIONAL MATURITY</b>			
<p>The candidate:</p> <ul style="list-style-type: none"> <li>• Demonstrates a pattern of losing control of emotions, showing outbursts of anger or disrespect toward peers or others</li> <li>• Avoids personal responsibility for his/her emotions and behaviors, blaming others or outside circumstances for loss of emotional control</li> </ul>	<p>The candidate:</p> <ul style="list-style-type: none"> <li>• Is susceptible to losing control of emotions in isolated circumstances</li> <li>• Accepts personal responsibility for his/her actions and works toward developing more appropriate responses</li> </ul>	<p>The candidate:</p> <ul style="list-style-type: none"> <li>• Maintains control of emotions, except under rare circumstances</li> <li>• Accepts and reflects upon alternative methods of expressing emotions, making sincere amends for rare loss of control</li> </ul>	<p>The candidate:</p> <ul style="list-style-type: none"> <li>• Maintains control of emotions regardless of circumstances</li> <li>• Accepts complete responsibility for actions, employing effective conflict resolution strategies</li> </ul>
<b>ETHICAL BEHAVIOR</b>			
<p>The candidate:</p> <ul style="list-style-type: none"> <li>• Displays a pattern of dishonest or deceitful behavior</li> <li>• Deliberately lies for personal advantage</li> <li>• Betrays confidences</li> <li>• Does not treat others fairly and equitably</li> <li>• Does not exert reasonable effort to protect others from conditions that interfere with learning or are harmful to their health and safety</li> </ul>	<p>The candidate:</p> <ul style="list-style-type: none"> <li>• Is truthful and honest in dealing with others except in minor and isolated circumstances</li> <li>• Strives to be trustworthy and keep his/her word</li> <li>• Inconsistently maintains confidentiality</li> <li>• Usually treats others fairly and equitably</li> <li>• Usually exerts reasonable effort to protect others from conditions that interfere with learning or are harmful to their health and safety</li> </ul>	<p>The candidate:</p> <ul style="list-style-type: none"> <li>• Is truthful and honest in dealing with others</li> <li>• Shows integrity when faced with challenging situations</li> <li>• Maintains confidentiality</li> <li>• Exhibit consistent and equitable treatment of others</li> <li>• Exerts reasonable effort to protect others from conditions that interfere with learning or are harmful to their health and safety</li> </ul>	<p>The candidate:</p> <ul style="list-style-type: none"> <li>• Has an impeccable reputation for always being truthful and honest in dealing with others</li> <li>• Described as a model of integrity</li> <li>• Maintains confidentiality</li> <li>• Demonstrates and advocates for equitable treatment of others</li> <li>• Initiates preventative methods to protect others from conditions that interfere with learning or are harmful to their health and safety</li> </ul>

Comments:

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**Evaluator name/Signature/Date**

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**Student name/Signature/Date**