


Dispositions CI

<p>1.0  Self-reflection for growth/improvement</p> <p>Candidate's ability to use self-reflection for growth and improvement This can be seen in candidates by behaviors such as, but not limited to:</p> <ul style="list-style-type: none">Recognizes strengths and weaknessesWillingness to share what they see as a problemConsiders how they would approach situation differentlySeeks supervision and feedback, sets goals and monitorsReceives and takes action on constructive feedbackAsks questions to further growth and learning	<p>n/a N/A</p> <p>I have not had enough opportunity to observe this disposition for this candidate</p>	<p>1.0 Needs Support</p> <p>The candidate is still learning how to use these skills</p>	<p>2.0 Emerging</p> <p>The candidate is confident in some of these skills but is working on others</p>	<p>3.0 Target</p> <p>The candidate practices these skills in his/her educational and professional settings without prompting</p>	<p>4.0 Exemplary</p> <p>The candidate models these skills in his/her educational and professional settings, and is recognized as a leader</p>
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1.0  Please evaluate the

candidate's ability to use
critical thinking

This can be seen in candidates by
behaviors such as, but not limited to:

Moves beyond 'what' to 'why'

Considers various sources of
information in analysis

Questions self and world

Applies learned information to
situations in new ways

Thinks deeply about
situations/challenges learnings

Problem solves within situations

n/a **N/A**

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to observe this disposition for this
candidate

1.0 **Needs Support**

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use these skills

2.0 **Emerging**

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of these skills but is working on
others

3.0 **Target**

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prompting

4.0 **Exemplary**

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settings, and is recognized as a
leader

1.0  Please evaluate the

candidate's resourcefulness

This can be seen in candidates by behaviors such as, but not limited to:

Demonstrates knowledge of where/how to find answers to questions in a way that is based on best practice

Shows flexibility - ability to see where change is needed and make it happen

Is able to revise plans to meet change and still meet original outcomes

Demonstrates knowledge of existing resources and finds or creates additional resources Accommodates needs and innovates when the unexpected happens Uses others' ideas to create new innovation

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1.0  Please evaluate the

candidate's ability to use
critical consciousness

This can be seen in candidates by behaviors such as, but not limited to:

Listens to colleagues and community in building connections

Able to connect to multiple/credible possibilities of influences

Able to stay in the moment and recover when answers are not easy or clear

Able to continually examine events as they occur Identifies specifics “in the now” in the case of integrity/injustice to better understand ultimate/proximate causes in order to seek remedy

Seeks alternative explanations for student behaviors or responses (i.e. not just “failure”)

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1.0  Please evaluate the

candidate's ability to accept
constructive criticism

This can be seen in candidates by
behaviors such as, but not limited
to:

Asks follow up or clarifying questions

Takes responsibility

Seeks opportunity to implement
feedback

Demonstrates changes in personal
and professional behaviors

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1.0  Please evaluate the

candidate's ability to use effective communication

This can be seen in candidates by behaviors such as, but not limited to:

Able to actively listen. Makes minimal errors in written communication

Is clear and precise in giving instructions

Changes communication patterns style, content, language, to meet communicative partner Even in difficult conversations, is able to present own view and hear other side's perspective

Provides consistent and timely contact with supervisor

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1.0  Please evaluate the

candidate's adaptability

This can be seen in candidates by behaviors such as:

Seeks opportunities to do things differently

Adjusts to meet the needs of learners

When new information is present, quickly and appropriately prioritizes next steps

Is willing to change from what is already planned when indicated

Is open to try something new

Has own perspective, but takes in new information

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1.0  Please evaluate the

candidate's openness and willingness to have dialogs and critical conversations

This can be seen in candidates by behaviors such as:

Actively listens to peers

Self reflects on bias

Receives others' perspectives without trying to convince

Seeks opinions of others, asks "What do you think? Do you agree or disagree?"

Addresses both plus and minus of situations

Approaches conflict in an open, engaged manner

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<p>1.0  Please evaluate the candidate's ability to use self awareness and self management</p> <p>This can be seen in candidates by behaviors such as, but not limited to:</p> <ul style="list-style-type: none"> Reflects on how he/she is perceived Demonstrates awareness of how others are impacted by own actions Articulates strengths and areas for growth Is able to maintain self-control in difficult situations Asks for help when needed Maintains clear boundaries 	<p>n/a N/A</p> <p>I have not had enough opportunity to observe this disposition for this candidate</p>	<p>1.0 Needs Support</p> <p>The candidate is still learning how to use these skills</p>	<p>2.0 Emerging</p> <p>The candidate is confident in some of these skills but is working on others</p>	<p>3.0 Target</p> <p>The candidate practices these skills in his/her educational and professional settings without prompting</p>	<p>4.0 Exemplary</p> <p>The candidate models these skills in his/her educational and professional settings, and is recognized as a leader</p>
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1.0  Please evaluate the

candidate's social awareness

This can be seen in candidates by behaviors such as, but not limited to:

Is aware of other's feelings

Knows when to speak and when not to

Demonstrates appropriate behavior based on context

Understands professional distance between various relationships in professional settings (i.e. student-teacher)

Uses language consistent with group communications

Recognizes and responds to needs of others

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1.0  Please evaluate the

candidate's relationships
skills

This can be seen in candidates by behaviors such as, but not limited to:

Actively engages others

Shows respect to others

Attends to the person before the information

Is able to work with diverse group of colleagues and students

Works well on teams Builds strong connections within community of practice

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1.0  Please evaluate the

candidate's ability to make responsible decisions

This can be seen in candidates by behaviors such as, but not limited to:

Uses professional standards to guide decisions
Incorporates broad understandings to make informed decisions

Considers other's needs as well as own

Evaluates possible consequences (including both benefits and costs) before acting

Seeks guidance on decisions that are high stakes to gain additional perspective

Accepts responsibility for decisions

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1.0  Please evaluate the

candidate's cultural self-awareness

This can be seen in candidates by behaviors such as, but not limited to:

Understand how own family and life experiences influences work

Understands and responds to other perspectives and respect with equal value to their own

Acknowledges experiential limits

Readily shares oneself regarding backgrounds, experiences, etc.

Seeks understanding of cultural differences Reflects on self/experiences/privileges in any given situation

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1.0  Please evaluate the candidate's ability to value diversity and cultural exploration

This can be seen in candidates by behaviors such as, but not limited to:

- Is open to learning from others with different perspectives and experiences
- Is committed to learning on own about culture(s) one will be interacting with
- Demonstrates awareness of cultural expectations of those working with
- Seeks experiences that are different from what they are accustomed to
- Accepts differences in those around him/her
- Uses culturally responsive practices

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1.0  Please evaluate the

candidate's commitment to equity

This can be seen in candidates by behaviors such as, but not limited to:

Speaks up for an observable injustice

Demonstrates understanding that fairness does not mean everyone "gets the same" but that everyone gets what they need Seeks resources for those under-represented and high poverty

Analyzes resources to identify and address bias in materials used

Encourages all students to have voice

Holds high expectations for all students

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1.0  Please evaluate the

candidate's use of advocacy

This can be seen in candidates by behaviors such as, but not limited to:

- Share resources/knowledge
- Promotes programs/services to meet needs
- Joins state and national organizations to support profession
- Stays aware of ever-changing political influences at the local, state and national level
- Supports student actions
- Stands up for what they believe in

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<p>1.0  Please evaluate the candidate's professional presentation and/or appearance</p> <p>This can be seen in candidates by behaviors such as, but not limited to:</p> <ul style="list-style-type: none"> Maintains professional presentation at all times on site Meets appropriate dress code for site Uses professional language Maintains appropriate personal boundaries with colleagues, students and supervisors Limits phone and other technology use to work-related tasks Social media presence conforms to site and college guidance 	<p>n/a N/A</p> <p>I have not had enough opportunity to observe this disposition for this candidate</p>	<p>1.0 Needs Support</p> <p>The candidate is still learning how to use these skills</p>	<p>2.0 Emerging</p> <p>The candidate is confident in some of these skills but is working on others</p>	<p>3.0 Target</p> <p>The candidate practices these skills in his/her educational and professional settings without prompting</p>	<p>4.0 Exemplary</p> <p>The candidate models these skills in his/her educational and professional settings, and is recognized as a leader</p>
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1.0  Please evaluate the candidate's time management skills

This can be seen in candidates by behaviors such as, but not limited to:

- Arrives on-time and ready to begin
- Adheres to site and college schedule
- Meets deadlines
- Aware of time needed to complete tasks
- Plans ahead to manage competing needs
- Uses good pacing in scheduled activities

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1.0  Please evaluate the

candidate's initiative

This can be seen in candidates by behaviors such as, but not limited to:

Displays enthusiasm

Is willing to go beyond what is expected

Takes advantage of learning opportunities

Seeks solutions independently but asks for help when needed

Volunteers for tasks

Shares new learnings with others

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<p>1.0  Please evaluate the candidate's adherence to ethics</p> <p>This can be seen in candidates by behaviors such as, but not limited to:</p> <ul style="list-style-type: none"> Understands and abides by all college and site policies Honors privacy and confidentiality in verbal and written communication/documentation of work Displays knowledge of and adherence to mandated reporter laws Displays knowledge of and adherence to professional code of conduct Turns in authentic work products that are consistent with best practice Questions when others act in unethical manner 	<p>n/a N/A</p> <p>I have not had enough opportunity to observe this disposition for this candidate</p>	<p>1.0 Needs Support</p> <p>The candidate is still learning how to use these skills</p>	<p>2.0 Emerging</p> <p>The candidate is confident in some of these skills but is working on others</p>	<p>3.0 Target</p> <p>The candidate practices these skills in his/her educational and professional settings without prompting</p>	<p>4.0 Exemplary</p> <p>The candidate models these skills in his/her educational and professional settings, and is recognized as a leader</p>
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Outcomes Linked to Criteria

Criterion: Self-reflection for growth/improvement

No linked outcomes.

Criterion: Please evaluate the candidate's ability to use critical thinking

No linked outcomes.

Criterion: Please evaluate the candidate's resourcefulness

No linked outcomes.

Criterion: Please evaluate the candidate's ability to use critical consciousness

No linked outcomes.

Criterion: Please evaluate the candidate's ability to accept constructive criticism

No linked outcomes.

Criterion: Please evaluate the candidate's ability to use effective communication

No linked outcomes.

Criterion: Please evaluate the candidate's adaptability

No linked outcomes.

Criterion: Please evaluate the candidate's openness and willingness to have dialogs and critical conversations

No linked outcomes.

Criterion: Please evaluate the candidate's ability to use self awareness and self management

No linked outcomes.

Criterion: Please evaluate the candidate's social awareness

No linked outcomes.

Criterion: Please evaluate the candidate's relationships skills

No linked outcomes.

Criterion: Please evaluate the candidate's ability to make responsible decisions

No linked outcomes.

Criterion: Please evaluate the candidate's cultural self-awareness

No linked outcomes.

Criterion: Please evaluate the candidate's ability to value diversity and cultural exploration

No linked outcomes.

Criterion: Please evaluate the candidate's commitment to equity

No linked outcomes.

Criterion: Please evaluate the candidate's use of advocacy

No linked outcomes.

Criterion: Please evaluate the candidate's professional presentation and/or appearance

No linked outcomes.

Criterion: Please evaluate the candidate's time management skills

No linked outcomes.

Criterion: Please evaluate the candidate's initiative

No linked outcomes.

Criterion: Please evaluate the candidate's adherence to ethics

No linked outcomes.