

**Essential Dispositions Scoring Guide**  
**Stage Two: Formative Assessment (1-24-06)**

	<b>Target-3</b>	<b>Acceptable-2</b>	<b>Unacceptable-1</b>
<p><b>COMMITMENT to Professional Practice</b></p> <p>Score _____</p> <p>Comments:</p>	<p>Models mastery of high academic standards. Demonstrates proficiency in academic writing and professional oral presentation. Implements a growing repertoire of pedagogical skills that develop <i>all</i> students' critical and independent thinking and performance capabilities. Reflects thoughtfully and regularly on practice in order to improve student learning. Consistently makes decisions based on a clear understanding of ethical and legal principles, including respect for confidentiality.</p>	<p>Consistently meets high academic standards. Usually demonstrates proficiency in academic writing and professional oral presentation. Uses several pedagogical skills to develop all students' critical thinking skills. Consistently uses assessment to both prove and improve student learning. Reflects regularly on classroom practices in order to improve future instruction; Consults mentors and supervisors on decisions involving ethical and legal principles. Honors requests for confidentiality.</p>	<p>Occasionally fails to meet high academic standards. Is not proficient in academic writing and professional oral presentation. Has a limited repertoire of pedagogical skills. Fails to use assessment to improve instruction on a regular basis. Is inconsistent in use of reflection to improve instruction. Has limited knowledge of ethical and legal principles which result in poor decisions. Occasionally fails to recognize the need for confidentiality.</p>
<p><b>CARING for the Success and Well-being of All Students</b></p> <p>Score _____</p> <p>Comments:</p>	<p>Always persists in efforts to improve student achievement based on a belief that <i>all</i> students can learn. Assumes responsibility for improving learning for <i>all</i> students. Develops rapport with colleagues, students, and families. Models the virtues of an educated person, including work ethic and flexibility. Consistently demonstrates culturally responsive teaching and celebration of cultural differences.</p>	<p>Consistently demonstrates persistence to improve the achievement of <i>all</i> students. Accepts responsibility for improving the learning of <i>all</i> students. Understands the need to develop rapport with colleagues, students, and families, and is usually successful in doing so. Demonstrates an understanding of the virtues of an educated person through work ethic and flexibility. Attempts to teach in a culturally responsive way and demonstrates respect for cultural differences.</p>	<p>Understands the need to improve student achievement for <i>all</i> students, but believes that the primary responsibility is the students'. Interacts with others in a polite, professional manner. Usually demonstrates an acceptable work ethic, but may need reminders. Occasionally demonstrates a culturally responsive approach to teaching and respects cultural differences.</p>
<p><b>COLLABORATION with Colleagues and Stakeholders</b></p> <p>Score _____</p> <p>Comments:</p>	<p>Establishes and contributes to a positive learning climate for <i>all</i> students. Engages in continuous learning and professional discourse. Actively involves families, colleagues, and supervisors as partners in teaching and learning. Seeks expert knowledge on a regular basis in order to improve teaching and learning. Accepts suggestions and implements changes to improve professional practice.</p>	<p>Knows how to establish a positive learning climate for <i>all</i> students. Participates in professional development opportunities when they are offered. Respects families, colleagues and supervisors who offer partnerships in teaching and learning. Accepts expert knowledge and implements suggested changes willingly.</p>	<p>Usually establishes a positive learning climate for <i>all students</i>. Participates in professional growth opportunities when directed to do so. Prefers to work independently rather than seeking involvement of families, colleagues, and supervisors. Will accept suggestions and implement changes when directed to do so.</p>

Candidate's Signature \_\_\_\_\_

Date \_\_\_\_\_