

**Dispositional Evaluation of Teacher Candidates – Special Education**

**Table 1. Fall 2018, All Candidates**

<i>N</i> = 33	<b>Exceeds Expectations (4 pts)</b>	<b>Meets Expectations (3pts)</b>	<b>Approaching Expectations (2pts)</b>	<b>Does Not Meet Expectations (1pts)</b>	<b>Mean</b>	<b>Median</b>	<b>SD</b>
<b>Professionalism and Work Habits</b>	29	4	0	0	3.88	4.00	0.326
<b>Ethical Conduct</b>	29	4	0	0	3.88	4.00	0.326
<b>Professional Work Habits</b>	29	4	0	0	3.88	4.00	0.326
<b>Promotes Diversity and Inclusion</b>	28	5	0	0	3.85	4.00	0.359
<b>Communication and Collaboration</b>	28	5	0	0	3.85	4.00	0.359
<b>Total:</b>					<b>3.87</b>	<b>4.00</b>	<b>0.298</b>

**Table 1. Spring 2018, All Candidates**

<i>N</i> = 12	<b>Exceeds Expectations (4 pts)</b>	<b>Meets Expectations (3pts)</b>	<b>Approaching Expectations (2pts)</b>	<b>Does Not Meet Expectations (1pts)</b>	<b>Mean</b>	<b>Median</b>	<b>SD</b>
<b>Professionalism and Work Habits</b>	6	3	3	0	3.25	3.50	0.829
<b>Ethical Conduct</b>	5	7	0	0	3.42	3.00	0.493
<b>Professional Work Habits</b>	6	3	3	0	3.25	3.50	0.829
<b>Promotes Diversity and Inclusion</b>	8	4	0	0	3.67	4.00	0.471
<b>Communication and Collaboration</b>	6	5	2	0	3.42	3.50	0.640
<b>Total:</b>					<b>3.40</b>	<b>3.50</b>	<b>0.577</b>

**Table 1. Fall 2017, All Candidates**

<i>N</i> = 8	<b>Exceeds Expectations (4 pts)</b>	<b>Meets Expectations (3pts)</b>	<b>Approaching Expectations (2pts)</b>	<b>Does Not Meet Expectations (1pts)</b>	<b>Mean</b>	<b>Median</b>	<b>SD</b>
<b>Professionalism and Work Habits</b>	8	0	0	0	4.00	4.00	0.000
<b>Ethical Conduct</b>	8	0	0	0	4.00	4.00	0.000
<b>Professional Work Habits</b>	8	0	0	0	4.00	4.00	0.000
<b>Promotes Diversity and Inclusion</b>	2	6	0	0	3.25	3.00	0.433
<b>Communication and Collaboration</b>	8	0	0	0	4.00	4.00	0.000
<b>Total:</b>					<b>3.84</b>	<b>3.80</b>	<b>0.092</b>

**Special Education Professional Disposition Rubric**

**Based upon the Council for Exceptional Children’s Professional Ethical Principles and Standards**

<b>Category</b>	<b>Does Not Meet Expectations (1 point)</b>	<b>Approaching Expectations (2 points)</b>	<b>Meets Expectations (3 points)</b>	<b>Exceeds Expectations (4 points)</b>	<b>Score</b>
<b>Professionalism and Work Habits</b>	<p>Candidate disregards the professional standards of the field and does not accept constructive feedback. Candidate is argumentative or defensive.</p> <p>Candidate does not dress professional and engages in inappropriate use of technology (cell phone use, social media) and becomes defensive when approached.</p>	<p>Candidate disregards the professional standards of the field and reluctantly accepts constructive feedback.</p> <p>Candidate needs reminders to dress professional and engage in appropriate use of technology (cell phone use, social media).</p>	<p>Candidate willingly accepts professional standards of the field and accepts constructive feedback.</p> <p>Candidate dresses professional and engages in appropriate use of technology (cell phone use, social media).</p>	<p>Candidate consistently exhibits professional standards of the field, listens attentively to the constructive feedback to grow as a professional.</p> <p>Candidate always dresses professionally and never engages in appropriate use of technology (cell phone use, social media).</p>	
<b>Ethical Conduct</b>	<p>Candidate demonstrates unsatisfactory professional integrity and does not exercise professional judgment.</p>	<p>Candidate demonstrates limited professional integrity and does not use professional judgment consistently.</p>	<p>Candidate maintains an acceptable level of professional integrity and exercises professional judgment.</p>	<p>Candidate maintains a high level of professional integrity, exercises professional judgment and is solution oriented.</p>	
<b>Professional Work Habits</b>	<p>Candidate is unreliable, excessively late, highly unorganized, and exhibits unsatisfactory work.</p>	<p>Candidate is extremely reliable, punctual, organized, and exhibits below average work.</p>	<p>Candidate is reliable, punctual, organized, and exhibits acceptable work.</p>	<p>Candidate is extremely reliable, punctual, organized, and consistently exhibits exemplary work.</p>	

<p><b>Promotes Diversity and Inclusion</b></p>	<p>Candidate has cursory understanding of inclusive practice for diverse learners and is judgmental or inappropriate towards culturally diverse populations.</p>	<p>Candidate does not appropriately exhibit inclusive practice for diverse learners and is culturally unaware or insensitive to diverse populations.</p>	<p>Candidate appropriately promotes inclusive practices for diverse learners and demonstrates appropriate cultural sensitivity.</p>	<p>Candidate promotes meaningful and inclusive practices for diverse learners and models cultural sensitivity. Candidate is reflective on own beliefs and biases.</p>	
<p><b>Communication and Collaboration</b></p>	<p>Candidate demonstrates inability to communicate with others. Candidate demonstrates inability to maintain partnerships with colleagues, parents, staff members, and administration.</p> <p>Candidate ineffectively collaborates with teammates and is unable to problem solve independently.</p>	<p>Candidate demonstrates difficulty communicating clearly or asking questions. Candidate demonstrates limited ability to maintain partnerships with colleagues, parents, staff members, and administration.</p> <p>Candidate demonstrates unsatisfactory ability to collaborate with teammates.</p>	<p>Candidate communicates, asks questions, and works to maintain meaningful partnerships with colleagues, parents, staff members, and administration.</p> <p>Candidate collaborates with teammates and problem solves.</p>	<p>Candidate effectively communicates with colleagues and works to create meaningful partnerships with colleagues, parents, staff members, and administration.</p> <p>Candidate effectively collaborates with teammates and problem solves.</p>	