

Dispositions Evaluation v3.2023

Dispositions are professional attitudes, beliefs, and values that are demonstrated through verbal and non-verbal behaviors. These behaviors are observed during any interaction with students, families, colleagues, administrators, university faculty/staff, and other community stakeholders. These interactions may take place in face-to-face, virtual, online, spoken, or written situations, including social media. These dispositions are based on CSU College of Education and Health Profession's Conceptual Framework and are considered appropriate and expected behaviors for all students.

Instructions

The Dispositions Evaluation can be used during a single observation, as a summative assessment, or as a self-assessment. To complete the evaluation, select the appropriate indicators in each dispositions area based on the student's performance. Then provide an overall evaluation of the student's professional attitudes, beliefs, and values by selecting a performance rating based on the criteria of each dispositions area and the number and level of indicators selected. Students who outrageously exhibit misconduct or knowingly breach an ethical principle should automatically receive a score of "Unacceptable" regardless of other ratings or indicators selected. Instructors should conduct a post-conference with the student to discuss the ratings, areas for improvement, and areas of strength. Provide detailed comments on the electronic rubric for each dispositions area, regardless of the rating.

Performance Expectations

Initial certification students (generally undergraduate and MAT students) must demonstrate proficiency in all dispositions areas before completing the program. MEd, EdS, and Doctoral students are expected to demonstrate proficiency in all dispositions areas and score exemplary in three or more areas. Students who outrageously exhibit misconduct or knowingly breach an ethical principle will automatically receive a score of "Unacceptable" regardless of other ratings or indicators selected.

Type of Assessment: Direct Observation

Dispositions Evaluation (v3.2023)

Student:

Date of Assessment:

Assessor:

Semester of Assessment:

DISPOSITIONS AREA 1: LEGAL AND ETHICAL CONDUCT

Select all observed dispositional indicators using the checkboxes, then score the dispositions area rubric based on the dispositional indicators selected. Include descriptions of how each indicator was demonstrated in the comments section of the rubric. If the behavior described in an indicator was not demonstrated, include opportunities or suggestions for when the candidate could have demonstrated the behavior.

Dispositional Behaviors: Legal and Ethical Conduct

- Unacceptable: Student demonstrated none of the below indicators, exhibit misconduct, or knowingly breached an ethical principle

- Proficient: Demonstrates a clear understanding of legal and moral obligations of the profession, which includes integrity and honesty
- Proficient: Exhibits ethical conduct by meeting established standards as outlined in the professional code of ethics specific to your discipline
- Proficient: Maintains confidentiality of student/client records, guardian communications, and private, professional communications

- Exemplary: Demonstrates commitment to ethical and legal obligations through additional learning and leadership opportunities

Dispositions Area 1 Rubric: Legal and Ethical Conduct

Unacceptable (1)	Needs Improvement (2)	Proficient (3)	Exemplary (4)	Comments
Meets a maximum of <u>one</u> of the three criteria listed at the Proficient level OR exhibits misconduct OR knowingly breaches an ethical principle	Meets <u>two</u> of the three criteria listed at the Proficient level	Meets all <u>three</u> of the criteria listed at the Proficient level	Meets all <u>three</u> of the criteria listed at the Proficient level AND the criteria listed at the Exemplary level.	

DISPOSITIONS AREA 2: POSTIVE INTERACTIONS WITH OTHERS

Select all observed dispositional indicators using the checkboxes, then score the dispositions area rubric based on the dispositional indicators selected. Include descriptions of how each indicator was demonstrated in the comments section of the rubric. If the behavior described in an indicator was not demonstrated, include opportunities or suggestions for when the candidate could have demonstrated the behavior.

Dispositional Behaviors: Positive Interactions with Others

- Unacceptable: Student demonstrated none of the below indicators, exhibit misconduct, or knowingly breached an ethical principle

- Proficient: Interacts and establishes an effective rapport with others appropriately, positively, respectfully, and professionally using appropriate language, voice, and tone
- Proficient: Demonstrates flexibility and responsiveness
- Proficient: Acknowledges perspectives and regularly seeks opportunities to collaboratively work/interact with all individuals with respect and consideration to achieve common goals

- Exemplary: Listens to others and their ideas; helps others develop their ideas while attributing credit where warranted

Dispositions Area 2 Rubric: Positive Interactions with Others

Unacceptable (1)	Needs Improvement (2)	Proficient (3)	Exemplary (4)	Comments
Meets a maximum of <u>one</u> of the three criteria listed at the Proficient level OR exhibit misconduct OR or knowingly breached an ethical principle	Meets <u>two</u> of the three criteria listed at the Proficient level	Meets all <u>three</u> of the criteria listed at the Proficient level	Meets all <u>three</u> of the criteria listed at the Proficient level AND the criteria listed at the Exemplary level.	

DISPOSITIONS AREA 3: RELIABILITY

Select all observed dispositional indicators using the checkboxes, then score the dispositions area rubric based on the dispositional indicators selected. Include descriptions of how each indicator was demonstrated in the comments section of the rubric. If the behavior described in an indicator was not demonstrated, include opportunities or suggestions for when the candidate could have demonstrated the behavior.

Dispositional Behaviors: Reliability

- Unacceptable: Student demonstrated none of the below indicators, exhibit misconduct, or knowingly breached an ethical principle

- Proficient: Meets and is punctual for deadlines, professional activities, and requests
- Proficient: Makes prior arrangements with instructor/supervisor when absence is necessary
- Proficient: Maintains active and focused participation
- Proficient: Asks proactive questions

- Exemplary: Shows initiative in finding outside resources to enhance understanding and is proactive in sharing information with colleagues

Dispositions Area 3 Rubric: Reliability

Unacceptable (1)	Needs Improvement (2)	Proficient (3)	Exemplary (4)	Comments
Meets a maximum of <u>two</u> of the four criteria listed at the Proficient level OR exhibit misconduct OR or knowingly breached an ethical principle	Meets <u>three</u> of the four criteria listed at the Proficient level	Meets all <u>four</u> of the criteria listed at the Proficient level	Meets all <u>four</u> of the criteria listed at the Proficient level AND the criteria listed at the Exemplary level.	

DISPOSITIONS AREA 4: PROFESSIONAL APPEARANCE AND DEMEANOR

Select all observed dispositional indicators using the checkboxes, then score the dispositions area rubric based on the dispositional indicators selected. Include descriptions of how each indicator was demonstrated in the comments section of the rubric. If the behavior described in an indicator was not demonstrated, include opportunities or suggestions for when the candidate could have demonstrated the behavior.

Dispositional Behaviors: Professional Appearance and Demeanor

- Unacceptable: Student demonstrated none of the below indicators, exhibit misconduct, or knowingly breached an ethical principle

- Proficient: In all settings (i.e., face-to-face or virtual), exhibits appropriate attire and hygiene
- Proficient: Acts in a mature, professional manner and maintains emotional control
- Proficient: Displays confidence, composure, positive attitude and initiative

- Exemplary: Models/ensures a positive work demeanor; remains transparent and honest

Dispositions Area 4 Rubric: Professional Appearance and Demeanor

Unacceptable (1)	Needs Improvement (2)	Proficient (3)	Exemplary (4)	Comments
Meets a maximum of <u>one</u> of the three criteria listed at the Proficient level OR exhibit misconduct OR or knowingly breached an ethical principle	Meets <u>two</u> of the three criteria listed at the Proficient level	Meets all <u>three</u> of the criteria listed at the Proficient level	Meets all <u>three</u> of the criteria listed at the Proficient level AND the criteria listed at the Exemplary level.	

DISPOSITIONS AREA 5: COMMITMENT TO STUDENT/ CLIENT LEARNING/ DEVELOPMENT

Select all observed dispositional indicators using the checkboxes, then score the dispositions area rubric based on the dispositional indicators selected. Include descriptions of how each indicator was demonstrated in the comments section of the rubric. If the behavior described in an indicator was not demonstrated, include opportunities or suggestions for when the candidate could have demonstrated the behavior.

Dispositional Behaviors: Commitment to Student/ Client Learning/ Development

- Unacceptable: Student demonstrated none of the below indicators, exhibit misconduct, or knowingly breached an ethical principle
- Proficient: Demonstrates and advocates the belief that all student/clients can meet goals while adapting approaches to meet various needs and abilities
- Proficient: Demonstrates accountability for student/client learning and/or development
- Proficient: Presents information in a positive matter
- Exemplary: Demonstrates the knowledge and ability to apply data to improve student/client learning and/or development

Dispositions Area 5 Rubric: Commitment to Student/ Client Learning/ Development

Unacceptable (1)	Needs Improvement (2)	Proficient (3)	Exemplary (4)	Comments
Meets a maximum of <u>one</u> of the three criteria listed at the Proficient level OR exhibit misconduct OR or knowingly breached an ethical principle	Meets <u>two</u> of the three criteria listed at the Proficient level	Meets all <u>three</u> of the criteria listed at the Proficient level	Meets all <u>three</u> of the criteria listed at the Proficient level AND the criteria listed at the Exemplary level.	

DISPOSITIONS AREA 6: COMMITMENT TO IMPROVEMENT

Select all observed dispositional indicators using the checkboxes, then score the dispositions area rubric based on the dispositional indicators selected. Include descriptions of how each indicator was demonstrated in the comments section of the rubric. If the behavior described in an indicator was not demonstrated, include opportunities or suggestions for when the candidate could have demonstrated the behavior.

Dispositional Behaviors: Commitment to Improvement

- Unacceptable: Student demonstrated none of the below indicators, exhibit misconduct, or knowingly breached an ethical principle

- Proficient: Listens to and uses feedback from faculty, staff, supervisors, and/or school personnel to improve practice
- Proficient: Demonstrates the ability to accept constructive criticism
- Proficient: Applies effort to achieve a result despite challenges

- Exemplary: Conducts self-assessment (analyzes strengths/weaknesses); creates an environment that encourages leadership development for themselves and/or others

Dispositions Area 6 Rubric: Commitment to Improvement

Unacceptable (1)	Needs Improvement (2)	Proficient (3)	Exemplary (4)	Comments
Meets a maximum of <u>one</u> of the three criteria listed at the Proficient level OR exhibit misconduct OR or knowingly breached an ethical principle	Meets <u>two</u> of the three criteria listed at the Proficient level	Meets all <u>three</u> of the criteria listed at the Proficient level	Meets all <u>three</u> of the criteria listed at the Proficient level AND the criteria listed at the Exemplary level.	

DISPOSITIONS AREA 7: PROFESSIONAL RESPONSIBILITY

Select all observed dispositional indicators using the checkboxes, then score the dispositions area rubric based on the dispositional indicators selected. Include descriptions of how each indicator was demonstrated in the comments section of the rubric. If the behavior described in an indicator was not demonstrated, include opportunities or suggestions for when the candidate could have demonstrated the behavior.

Dispositional Behaviors: Professional Responsibility

- Unacceptable: Student demonstrated none of the below indicators, exhibited misconduct, or knowingly breached an ethical principle

- Proficient: Follows appropriate protocols when seeking solutions to problems
- Proficient: Values opportunities for networking with others in the field
- Proficient: Uses appropriate language conventions in communications both oral and written
- Proficient: Demonstrates flexibility and responsiveness
- Proficient: Engages in the appropriate use of personal electronic devices and social media
- Proficient: Respects colleagues and peers

- Exemplary: Maintains familiarity with discipline- related research, updates from governing/accrediting bodies, and with local systematic or other professional initiatives

Dispositions Area 7 Rubric: Professional Responsibility

Unacceptable (1)	Needs Improvement (2)	Proficient (3)	Exemplary (4)	Comments
Meets a maximum of <u>two</u> of the six criteria listed at the Proficient level OR exhibit misconduct OR or knowingly breached an ethical principle	Meets <u>three</u> of the six criteria listed at the Proficient level	Meets <u>five</u> of the criteria listed at the Proficient level	Meets all <u>six</u> of the criteria listed at the Proficient level AND the criteria listed at the Exemplary level.	

DISPOSITIONS AREA 8: CULTURAL SENSITIVITY

Select all observed dispositional indicators using the checkboxes, then score the dispositions area rubric based on the dispositional indicators selected. Include descriptions of how each indicator was demonstrated in the comments section of the rubric. If the behavior described in an indicator was not demonstrated, include opportunities or suggestions for when the candidate could have demonstrated the behavior.

Dispositional Behaviors: Cultural Sensitivity

- Unacceptable: Student demonstrated none of the below indicators, exhibit misconduct, or knowingly breached an ethical principle

- Proficient: Nurtures an inclusive environment for students/clients, colleagues, and peers
- Proficient: Acknowledges and respects cultural or lifestyle differences
- Proficient: Displays the ability to work harmoniously and effectively with diverse populations
- Proficient: Exhibits self-awareness of one's own cultural identities

- Exemplary: Creates/seeks opportunities to learn about and appropriately engage with culturally diverse individuals

Dispositions Area 8 Rubric: Cultural Sensitivity

Unacceptable (1)	Needs Improvement (2)	Proficient (3)	Exemplary (4)	Comments
Meets a maximum of <u>two</u> of the four criteria listed at the Proficient level OR exhibit misconduct OR or knowingly breached an ethical principle	Meets <u>three</u> of the four criteria listed at the Proficient level	Meets all <u>four</u> of the criteria listed at the Proficient level	Meets all <u>four</u> of the criteria listed at the Proficient level AND the criteria listed at the Exemplary level.	

Overall Comments:**POST-EVALUATION MEETING AND DOCUMENTATION**

Use the following fields to document meetings between supervisors, instructors, cooperating teachers, and/or students to discuss the results of any dispositions evaluation. All students should have a meeting regarding the results of their evaluation, but any student with any ratings less than satisfactory is required to meet with their instructor, mentor, or supervisor to discuss methods of improvement. Use the following fields to document the meeting and attach any additional files or documentation.

Enter the date when the evaluation meeting took place:

Provide all of the meeting's details, including what was discussed, who was present, and where the meeting took place. If any additional file attachments are included below, describe the content of the files and explain why they are being included.

Attach any files that are needed for documentation of the meeting. If remediation is required, attach a copy of the new evaluation. If the student has a contract or is being put on a contract, include a copy of it here as well.