

## UCA Initial Programs' Disposition Rubric<sup>1</sup>

(N.O. = Not Observed option on Qualtrics)

	<b>Unsatisfactory</b>	<b>Progressing</b>	<b>Target</b>	<b>N.O. 2</b>
<b>Performance</b>	Candidate struggles to submit work on time and/or does not prepare for assigned tasks, and/or distracts others, and/or does not utilize resources.	Candidate submits work on time, prepares for assigned tasks, follows the lead of others, and/or makes use of resources to complete work.	Candidate consistently submits high-quality work, fully prepares for assigned tasks, shows initiative/leadership, and seeks to extend understanding through additional resources.	
<b>Attendance/ Tardiness</b>	Candidate exhibits a pattern of absence, tardiness, and/or early departure from required events.	Candidate arrives on time, attends events, and makes arrangements in the case of absence.	Candidate arrives early, attends events fully, and makes timely arrangements in the case of necessary absence.	
<b>Content Knowledge</b>	Candidate disregards the importance of content knowledge and does not seek to extend subject matter content knowledge.	Candidate understands the importance of content knowledge but does not actively seek to extend subject matter content knowledge.	Candidate values content knowledge and seeks to extend depth and breadth of subject matter content knowledge.	
<b>Pedagogy</b>	Candidate expresses preference for traditional teaching methods that do not allow for differentiated learning environments.	Candidate sees value in learning environments that are differentiated but does not actively seek to improve his/her pedagogy.	Candidate values differentiated learning environments that encourage learner interaction, exploration, discovery, and expression.	
<b>Diversity</b>	Candidate does not seek multiple perspectives and/or does not value diversity.	Candidate can identify multiple perspectives and understands diversity. Candidate communicates belief that all individuals have value.	Candidate seeks multiple perspectives and values diversity. Candidate communicates belief that all individuals have equal value.	
<b>Communication</b>	Candidate uses incorrect grammar in oral and/or written communication; candidate does not make improvements based on feedback.	Candidate uses correct grammar in oral and/or written communication; candidate makes improvements based on feedback.	Candidate consistently uses correct grammar in all oral and written communication.	
<b>Respect for Policies &amp; Norms</b>	Candidate is unaware of, disregards, and/or seeks exceptions regarding relevant policies and/or norms.	Candidate is aware of relevant policies and norms and adheres to these in most circumstances.	Candidate demonstrates accurate knowledge of and consistent adherence to relevant policies and norms.	

<sup>1</sup> Adopted by Program Coordinators Meetings 2-12-18

<sup>2</sup> N.O. = Not Observed option on Qualtrics

	<b>Unsatisfactory</b>	<b>Progressing</b>	<b>Target</b>	<b>N.O.</b>
<b>Ethical Conduct</b>	Candidates exhibits a pattern of dishonest, untrustworthy, and/or disrespectful behavior in interactions and/or academic endeavors.	Candidate strives to be honest, trustworthy, and respectful in interactions and/or academic endeavors.	Candidate is consistently honest, trustworthy, and respectful in all interactions and academic endeavors.	
<b>Self-Assessment/ Reflection</b>	Candidate does not engage in reflection or self-assessment. Candidate's reflection or self-assessment does not acknowledge or accept responsibility.	Candidate is aware of the need for reflection and self-assessment but does not thoughtfully engage in this practice. Candidate understands educator efficacy.	Candidate values reflection and self-assessment and thoughtfully engages in this practice. Candidate consistently demonstrates educator efficacy through reflection.	
<b>Self-Control/ Self-Aware</b>	Candidate exhibits an inability to maintain composure and/or exhibits inappropriate behavior; candidate does not take responsibility for his/her emotions and actions.	Candidate strives to maintain composure and appropriate behavior; candidate is responsible for his/her emotions and actions.	Candidate consistently maintains composure and appropriate behavior regardless of circumstance.	
<b>Collaboration</b>	Candidate does not value collaboration with peers or superiors and/or is unwilling or unable to collaborate effectively.	Candidate values collaboration with peers and superiors. Candidate struggles with the ability to collaborate effectively.	Candidate successfully collaborates with peers and superiors; candidate seeks opportunities to facilitate collaborative experiences.	
<b>Resourcefulness</b>	Candidate relies on others to solve problems, showing an unwillingness or inability to develop own solutions.	Candidate consults with or generally relies on others to solve problems; candidate strives to develop own solutions.	Candidate demonstrates initiative by consulting with others, as well as developing own solutions.	