

Candidate's Name: Rebecca Kachmar

Certification Program: Professional Dispositions Rubric

Element	Not Met/0	Partially Met/1*	Met/2	Exceeds/3*
1. learns from experience Score <u>2</u>	Candidate repeats mistakes even after feedback.	Candidate corrects some errors given feedback.	Candidate corrects all errors on which feedback was given and corrects some errors from own insight into experience.	Candidate corrects most errors from own insight into experience and corrects all errors on which feedback was given.
2. responds to constructive criticism Score <u>2</u>	Candidate avoids or is unresponsive to constructive criticism; changes subject, shifts blame, or rarely implements feedback.	Candidate usually accepts constructive criticism and implements feedback.	Candidate consistently accepts constructive criticism and implements feedback and occasionally proactively seeks constructive criticism.	Candidate proactively seeks and accepts constructive criticism on specific skills or novel problems, even under uncomfortable circumstances, and implements feedback.
3. Demonstrates effective communication skills Score <u>2</u>	Candidate frequently lacks clarity when making explanations or fails to communicate effectively with peers or with students.	Candidate occasionally lacks clarity when making explanations or fails to communicate effectively with peers or with students.	Candidate usually communicates clearly and effectively with peers and with pupils.	Candidate consistently communicates with clarity, depth, and effectiveness with peers and with pupils.
4. demonstrates dependability Score <u>2</u>	Candidate shows no dependability or follow-through on assignments or routines given reminders.	Candidate shows limited dependability or follow-through on assignments or routines given a reminder.	Candidate shows dependability and follow-through on most assignments and routines without reminders.	Candidate shows dependability or follow-through on all assignments and routines without reminders.
5. projects a positive demeanor Score <u>2</u>	Candidate seldom presents a congenial and positive demeanor.	Candidate occasionally appears congenial and positive in routine situations.	Candidate usually appears congenial and positive in routine and novel situations.	Candidate consistently appears congenial and positive, even in stressful situations.
6. demonstrates flexibility Score <u>2</u>	Candidate seldom demonstrates flexibility, even in routine situations	Candidate demonstrates some flexibility in routine situations.	Candidate usually demonstrates flexibility in routine and novel situations.	Candidate consistently demonstrates flexibility in routine and novel situations.
7. demonstrates approachability in interactions with peers and/or students Score <u>2</u>	Candidate isolates self when interactions with peers or pupils would be appropriate. <u>OR</u> Peers and/or pupils tend to avoid the candidate.	Candidate seeks out partners when required and is sometimes sought out as a partner by peers. <u>OR</u> Candidate is sometimes sought out by pupils for help with lessons.	Candidate quickly establishes and maintains reciprocal working relationships with peers. <u>OR</u> Candidate is frequently sought out by pupils for help with lessons.	Candidate quickly establishes and maintains reciprocal working relationships with peers. <u>OR</u> Candidate is frequently sought out by pupils, including for reasons other than help with lessons.
8. demonstrates ability to self-evaluate Score <u>2</u>	Candidate's self-assessments are frequently inaccurate or unrealistic.	Candidate's self-assessments show both accuracy and inaccuracy.	Candidate's self-assessments are usually accurate and realistic but show limited depth.	Candidate's self-assessments are consistently accurate and realistic and consistently show insightful awareness of progress and areas in which further growth is needed.

Examples are given for criteria marked with an asterisk (*).

Competency = a minimum score of 2 on each element.

Course: _____ Date of Evaluation: 11/29/07 Total Score: 16

Signature of Evaluator: [Signature]

Suggestions for Improvement or Corrective Action: