

Dean's Expectations on Dispositions

Directions for Use: Teacher education candidates are expected to use the following **Pedagogical and General** Guides to continuously self-assess the dispositions listed below. Teacher educators, advisors chairs and other are expected to use the indicators listed below as baseline guides to assess candidate's dispositions at program entry, interval point(s), and exit.

Pedagogical Dispositions

Area 1--Classroom Delivery and Demeanor (including differentiation)
1. Candidate respects and relates well to people of diverse backgrounds
2. Candidate understands student needs and matches needs to services or products
3. Candidate challenges bias and intolerance
4. Candidate engages in efforts to promote educational equity for all students.
5. Candidate accommodates diverse patterns of learning within the classroom environment
6. Candidate assesses individual student needs and applies effective instructional strategies
7. Candidate is always prepared to deliver lessons
8. Candidate employs "best practice" pedagogical techniques to deliver instruction
9. Candidate uses a variety of techniques to continuously assess and evaluate student learning
10. Candidate demonstrates, through classroom and clinical performance, the belief that all students are capable of learning and can succeed
Area 2--Collaboration
1. Candidate demonstrates the interpersonal skills, professionalism, and interest in working cooperatively with peers, parents, school leaders, and the community
2. Candidate models effective communication strategies in asking questions, listening, giving directions, probing for understanding and helping others to express their ideas
3. Candidate refrains from challenging authority
Area 3--Creative and Critical Thinking
1. Candidate demonstrates the ability to identify the elements of problems, prioritizes, and propose appropriate solutions
2. Candidate designs an instructional environment that encourages and challenges students to analyze and develop creative solutions to problems
3. Candidate demonstrates the ability to present and model multiple perspectives of issues
Area 4--Life Long Learning and Scholarship
1. Candidate continually seeks to improve professional skills and knowledge
2. Candidate demonstrates the understanding that knowledge is dynamic and, by example, shows that knowledge requires a commitment to life-long learning.
3. Candidate demonstrates the ability to stimulate student curiosity in learning endeavors.
4. Candidate engages in professional development activities based upon reflection of personal performance
5. Candidate engages in activities to understand current research related to pedagogical practices and new knowledge in his/her instructional content areas
Area 5--Caring
1. Candidate demonstrates integrity and is responsive to the welfare of his/her students
2. Candidate fosters a positive classroom climate based on trust, respect, and mutual responsibility

General Dispositions

Area 1 Relationships with Others
1. Candidate possesses a sense of humor
2. Candidate is willing to voice unpopular views
3. Candidate cultivates and maintains positive informal networks
4. Candidate thinks clearly and stays focused under pressure

CHICAGO STATE UNIVERSITY

Office of the DEAN OF EDUCATION

9501 S. King Drive / ED 320
Chicago, Illinois 60628-1598
TEL 773-995-3988 * FAX 773-995-2473

5. Candidate acts ethically.
6. Candidate admits mistakes and confronts unethical actions in others
7. Candidate seeks out relationships that are mutually beneficial
8. Candidate takes tough, principled stands
9. Candidate is attentive to emotional cues
10. Candidate shows sensitivity and understands perspectives of others
11. Candidate builds rapport and keeps others in the loop
12. Candidate offers and receives constructive feedback and identifies the need for further growth
13. Candidate mentors, coaches, challenges, and fosters skills in others
14. Candidate increases satisfaction and loyalty
15. Candidate makes and maintains personal friendships among associates
16. Candidate offers appropriate assistance
17. Candidate effectively gives and takes, registers emotional cues, and attunes messages
18. Candidate spots potential conflict, brings disagreements into the open and de-escalates the conflict
19. Candidate encourages debate and open discussion
20. Candidate orchestrates win-win situations
21. Candidate demonstrates an understanding of effective verbal and non-verbal communication
22. Candidate uses language and delivery techniques appropriate to the audience
Area 2 Reliability
1. Candidate builds trust through reliability and authenticity
2. Candidate meets commitments and keeps promises
3. Candidate is prepared to deliver instruction
4. Candidate is prepared to participate
5. Candidate is on-time
Area 3 Willingness to Collaborate
1. Candidate seeks out fresh ideas
2. Candidate actively seeks out opportunities to fulfill the group's mission
3. Candidate can mobilize others
4. Candidate assists based on understanding other people's needs and feelings
Area 4 Reflective Practice (including self-assessment)
1. Candidate observes emotions
2. Candidate recognizes that feelings affect performance
3. Candidate has a guiding awareness of values and goals
4. Candidate is aware of personal strengths and weaknesses
5. Candidate holds him- her- self accountable
6. Candidate adapts responses and tactics
7. Candidate is results-oriented
8. Candidate strives to improve performance when necessary
9. Candidate finds a sense of purpose in the larger mission
10. Candidate operates from hope of success rather than feeling of failure
11. Candidate sees setbacks as the result of manageable circumstances, not personal flaws
12. Candidate is reflective and learns from experience
13. Candidate uses the group's core values in choices and decisions
14. Candidate demonstrates an understanding of diverse world views and is sensitive to group differences
Area 5 Personal Appearance
1. Candidate possesses self-assurance
2. Candidate manages feelings and emotions
3. Candidate is always well-groomed and appropriately dressed
4. Candidate is composed and positive