

# ASSESSING DISPOSITIONS OF TEACHER CANDIDATES

*We believe that teacher candidates should exhibit certain professional dispositions in order to be effective teachers...*



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# BACKGROUND

- We saw the need...
- The surprising thing Google learned about its employees - and what it means for today's students
  - The “best” teams at Google exhibit “equality, generosity, curiosity, empathy, and emotional intelligence
  - Even in a STEM field, soft skills are most desired traits
  - Expertise needed from cultural, human, and social education
- P-12 Involvement, CAEP Committee development
- MoSPE Standard Alignment

# PURPOSE

- Student demographics at MSSU:
  - First-generation college students: 62%
  - Full-time enrollment: 73%
  - Commuters: 83%
  - Receiving financial aid: 95%
- Standards of Professional Conduct/Disposition Profile as a tool:
  - Coaching
  - Self-evaluation
  - Facilitate conversations about growth

# DISPOSITIONS MEASURED

- Verbal/Written/technology Communication
- Professionalism
- Responsibility and Cooperation
- Affective Skills
- Learning/Teaching
- Tolerance/Diversity
- Collaboration
- Self-Assessment

# PROFILE DELIVERY

- Embedded in classes
- Specific lessons targeted at introducing students to the concept
- Conferences with students during each instructor/CT evaluation

# PROFILE SCHEDULE

## Self-Evaluation

- Freshman level
- Sophomore level
- Junior level
- Senior level

## Instructor

- Sophomore level
- Junior level

## Cooperating Teacher

- Senior level

# SCORING GUIDE

- Missouri Educator Evaluation System used for observable descriptors and nomenclature.
- Stakeholders vetted the descriptors.

# PROFESSIONAL CONDUCT FORM

- Standards of Professional Conduct/Disposition Profile is also used as a concern form
- Tool for the Admission & Retention Committee
- Provides documentation opportunity for faculty concerns



# IN WHAT WAY(S) DO YOU FEEL THE DISPOSITIONAL PROFILE PROCESS HAS BEEN BENEFICIAL TO YOU?

"I am currently targeting exhibiting an appreciation and value for cultural and academic diversity within my classroom; I am making personal relationships with my students to better understand how to meet their diverse needs."

"I took what my CT has said that I needed to improve on and worked hard on those sections."

"I have worked on my academic vocabulary and making sure I am speaking to students in an effective way."

"I've intentionally worked to improve my disposition towards being more enthusiastic each day after my self-evaluation."

# STUDENT SUGGESTIONS

- Dispositions to be included:
  - Time management / punctuality
  - Student interaction
  - Colleague/peer interaction
  - Specific classroom capabilities

# FINAL THOUGHTS

- Time to evaluate...
- Feedback?
- Questions?



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