

Programs					Biology	Elementary Education	Math	Music	Physical Edu	Social Science
3. Provide equitable learning and development opportunities for all (InTASC 3.n) (Danielson 1.e)	Displays equitable treatment of learners; interacts in ways that support individual differences and diverse student experiences. Provides appropriate experiences for all individuals in their care. Works to influence others' provision of services for those beyond those in his/her immediate setting.	Displays equitable treatment of learners; provides appropriate experiences for all individuals in their care.	Displays inequitable treatment of learners; fails to provide extra assistance or alternative learning experiences when needed. Gives preferential treatment to some individuals, or neglects others.	There was no opportunity in this setting to observe/evaluate this indicator.	2.5	2.44	3	2.92	2.5	2
4. Promote positive outcomes based on assessment results (InTASC 6.r. t. v.) (Danielson 1.f, 3.d)	Consistently tracks student progress as part of lesson plan design; uses multiple sources of formative and summative assessment results in instruction designs; uses assessment results to design individual strategies for student success as well as whole-group learning.	Consistently tracks student progress as part of the lesson plan design; uses formative and summative assessments in instructional designs; documents using assessment results to guide planning and instructional design for whole groups.	Does not consistently track student progress, or may fail to use assessment results to target student learning needs.	There was not opportunity in this setting too observe/evaluate this indicator.	2.5	2.31	2.5	2.75	2.25	2
5. II. Professional Identity and Continuous Growth 1. Maintain positive attitudes in academic and professional settings	Interactions with peers, colleagues, or authority figures are appropriate, positive, and respectful of differing opinions; listens to and shows authentic interest in the ideas and opinions of others.	Interactions with peers, colleagues, or authority figures are appropriate, respectful, responsive, and positive; words and actions are professional in nature.	Interactions with peers, colleagues, or authority figures are at times negative, demeaning, biased, sarcastic, combative, disrespectful, or inappropriate; words or actions are insulting and show contempt for others.		2.5	2.63	3	2.83	2.5	2

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(InTASC 9.o) (Marzano 55, 56)										
6. 2.Demonstrate professional appearance (InTASC 9.o)	Is a role model of professionalism through personal appearance, attire, and cleanliness.	Appearance, attire, and cleanliness are appropriate.	Appearance, attire and/or cleanliness are often inappropriate.		3	2.53	3	2.42	3	2
7.3. Act on constructive feedback from others (InTASC 10.t)	Is receptive to constructive comments, implements changes, and actively seeks feedback from others.	Is receptive to constructive comments and implements changes.	Is not receptive to constructive comments and/or shows no signs of implementing recommended change.	There was no opportunity in this setting to observe/evaluate this indicator	2.5	2.56	3	2.75	3	2
8. 4. Conduct self-assessments through reflection to overcome limitations and enhance strengths (InTASC 9.1.m.n, 10.t) (Danielson 4.a) (Marzano 50-54)	Shows evidence of reflection upon limitations and strength to revise ongoing professional practices through personal interactions and work products, and applies revised practices in the professional setting to create an ongoing and sustained continuous improvement cycle.	Shows evidence of reflection upon limitations and strengths to revise ongoing professional practices through personal interactions and/or through work products.	Shows no evidence of reflecting upon or revise ongoing professional practices, nor acknowledging limitations or strengths.	There was no opportunity in this setting to observe/evaluate this indicator.	2.5	2.44	3	2.58	2.5	2
9. 5. Demonstrate self-initiated learning (InTASC 4.o) (Danielson 4e) (Marzano 57)	Seeks out, participates, and positively contributes to educational opportunities that encourage further professional growth; is actively engaged in learning about new initiatives and experiences	Seeks out and participates in educational opportunities that encourage further professional growth; is receptive to learning about new initiatives and experiences.	Does not seek out or participate in educational opportunities that encourage further professional growth unless specifically directed to do so	There was no opportunity in this setting to observe/evaluate this indicator.	2.5	2.31	3	2.92	2.75	2

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13. III. Leadership 1. Create opportunities and positive change for the mutual benefit of all involved (InTASC 3.n) (Danielson 4.e) (Marzano 58)	Behaviors consistently communicate respect and understanding of the relationship between one's own actions and others (e.g, professionals, colleagues, parents, students). Encourages and supports participation and success for all. Advocates for the expression of diverse perspectives. Seeks forums and leads efforts to assist others in developing understanding and skills in being supportive of others (e.g., students, parents, colleagues, instructors).	Consistently interacts with others (students, parents, colleagues, instructors) in ways that encourage active engagement, such as being courteous, demonstrating consistency and impartiality, and providing opportunities for others to express or demonstrate their needs and viewpoints.	Does not consistently interact with others (students, parents, colleagues, instructors) in ways that encourage active engagement. Uses destructive criticism, biases, derogatory remarks, threats, physical coercion, or other inappropriate language or behavior. Does not reasonably allow others to express ideas.	There was no opportunity in this setting to observe/evaluate this indicator.	2.5	2.34	2.5	2.67	2.25	2
14. 2. Initiate, suggest, and contribute in appropriate ways (InTASC 10.p.q. r. s) (Danielson 4.d) (Marzano 58, 60)	Takes initiative in seeking, obtaining, and organizing resources. Asks appropriate questions and takes action to achieve goals or solve dilemmas. Anticipates needs and assists others in obtaining or managing resources. Effectively seeks and obtains additional resources beyond those readily available. Provides	Takes initiative in seeking, obtaining, and organizing resources. Asks appropriate questions and takes action to achieve goals or solve dilemmas. Shows how to contribute appropriately and respectfully in the candidate role.	Does not adequately plan and prepare to fulfill responsibilities. Reflects a belief that others should provide what is needed. Does not ask appropriate questions or take initiative to work toward achieving goals or solving dilemmas. Shows a lack of how to contribute appropriately	There was no opportunity in this setting to observe/evaluate this indicator.	2.5	2.31	2.5	2.42	2.75	2

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	leadership in solving dilemmas involving the procurement or distribution of resources. Consistently and proactively contributes appropriately and respectfully in the candidate role.		and respectfully in the candidate role.							
15. 3. Maintain knowledge of and disseminate information about current research and best practices (InTASC 9.n) (Danielson 4.e) (Marzano 54, 58)	Routinely analyzes, synthesizes and evaluates material, seeks further information, and engages others in intellectual discussion. Creates learning opportunities for self and others beyond immediate realm of responsibility/ expectation. Engages a variety of constituencies (e.g., parents, legislators, business community, and professional association colleagues) in consideration of issues based on theory-, research-, or databased evidence.	Demonstrates intellectual engagement with material and others (e.g., peers, instructors, students). Discussion and writings demonstrate study of required material (e.g., appropriate questions and comments referencing concepts of study). Makes connections between concepts, experiences, and content. Demonstrates an understanding of best practice (e.g., engaging students in asking questions and collecting data).	Lack of intellectual engagement with material or others (e.g., peers, instructors, students). Does not discuss or write in ways that demonstrate familiarity with required material (e.g., fails to ask appropriate questions or make thoughtful references to concepts of study).	There was no opportunity in this setting to observe/evaluate this indicator.	2.5	2.41	2	2.58	2.25	2
16.	Is aware of the need to interact and respond to all diverse students equitably	Is aware of the need to interact and respond to all diverse students	Inequitably interacts and responds to diverse students; is unaware of	There was no opportunity in this setting to	2.5	2.34	2.5	2.58	2.5	2

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IV. Advocacy 1. Support and empower individuals from diverse backgrounds (InTASC 2.m.n.o, 9.m, 10.q)	and demonstrates attempts to do so; looks for and responds to opportunities to enhance cross-cultural understandings; integrates students' individual differences into the classroom environment; encourages cultural sensitivity and perspectives via acknowledging personal biases and privileges; is aware of culturally responsive pedagogical practices and attempts to model them. Has full knowledge of the impact of structural or institutional oppression or methods of marginalization.	equitably; attempts to respond to opportunities to develop cross-cultural understandings; recognizes individual differences; attempts to encourage cultural sensitivities and perspectives via acknowledging personal biases and privileges; is aware of culturally responsive pedagogical practice. Has some knowledge of the impact of structural or institutional oppression or methods of marginalization.	opportunities to develop cross-cultural understandings; is nonresponsive to students' individual differences; misses opportunities to encourage cultural sensitivities and perspectives; neglects to acknowledge or is aware of personal biases or privilege, is unaware of culturally responsive pedagogical practices. Has no knowledge of the impact of structural or institutional oppression or methods of marginalization.	observe/evaluate this indicator.						
17. 2. Include families and other stakeholders in planning for individual success (InTASC 10.q)	Candidate uses multiple modes of communication (written and verbal) that work best for families/caregivers to ensure effective communication for planning individual success. Alternative and proactive communication strategies are developed when traditional methods of communication prove unsuccessful.	Candidate identifies modes of communication (written and verbal) that work best for families/caregivers and utilizes them to ensure effective communication for planning individual student success.	Candidate neglects to acknowledge modes of communication (written and verbal) that work best for families/caregivers to ensure effective communication for planning individual student success.	There was no opportunity in this setting to observe/evaluate this indicator.	2	2.5	2.5	2.25	2.5	2

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18.	Recognizes the assets and resources that all individuals bring with them; actively seeks a variety of strategies to engage all individuals in the learning /teaching process; tries various means to help those who don't understand; encourages individuals at all levels; seeks strategies to be more effective as a classroom/school/ organization leader.	Recognizes the assets and resources that all individuals bring with them; recognizes and engages individuals with all levels of abilities; tries to help/encourage those who need help; is patient and professional when interacting with others; seeks to help and advocate for others.	Perceives others as having deficits rather than assets and treats them as such; does not engage with others at all levels of abilities; easily frustrated when others don't understand; focuses on high achievers only.	There was no opportunity in this setting to observe/evaluate this indicator.	2.5	2.41	3	2.5	2.25	2
3. Advocate for the social, emotional, physical, educational, behavioral, and basic needs of others (InTASC 10.p)										
19. V. Collaboration 1. Engage in culturally responsive practices in interactions with learners, families, communities, and colleagues (InTASC 4.o)	Aware of and engages in culturally responsive practices. Aware of personal biases or prejudices and continues to investigate the impact of such. Sees others who are different from a perspective of strength. Engages in and acts on that oppression / marginalization of racial/cultural groups exists to the degree where it interferes with the practices and interactions of learners, families, communities, colleagues, and instructors.	Aware of culturally responsive practices and sees need for culturally responsive practices. Aware of personal biases or prejudices. Sees others who are different from a perspective of tolerance. Aware that oppression / marginalization of racial/cultural groups exists to the degree where it interferes with the practices and interactions of learners, families, communities, colleagues, and instructors.	Unaware of or rejects culturally responsive practices. Unaware or rejects the awareness of personal biases or prejudices. Sees others who are different from a deficit perspective. Denies the need for culturally responsive practices. Denies oppression / marginalization of racial/cultural groups exists to the degree where it interferes with the practices and interactions of learners, families, communities,	There was no opportunity in this setting to observe/evaluate this indicator.	2.5	2.44	2.5	2.83	2.5	2

				Programs	Biology	Elementary Education	Math	Music	Physical Edu	Social Science
			colleagues, and instructors.							
20. 2. Share information and ideas with others (InTASC 3.q)	Consistently engages in open dialogue and effective action to accomplish goals as part of a larger group. Behaves in ways that reflect an understanding of the relationship between own actions and the advancement of the profession and greater society. Considers perspectives from all stakeholders when solving professional ethical dilemmas. Leads positive professional or global/societal change through individual and collective activities.	Engages in open dialogue and effective action to accomplish goals as part of a larger group. Behaves in ways that reflect an understanding of the relationship between own actions and the advancement of the group, profession, or greater society. Considers perspectives from all stakeholders when solving ethical or other dilemmas.	Behavior does not reflect an understanding of self as a representative of a group, the profession, or responsible party in the greater society. Repeatedly waits for others to take the lead or hinders progress. Approaches ethical dilemmas from a personal or unitary perspective.		2.5	2.47	2.5	2.75	2.25	2
21. 3. Cooperate with university, school, and community personnel (InTASC 3.n) (Marzano 55, 57, 58, 59, 60)	Works harmoniously and effectively with diverse individuals; seeks opportunities to include or show appreciation for those who may be excluded.	Works harmoniously with diverse individuals; is cognizant of the feelings and perceptions of others.	Communicates an inability or unwillingness to work with some students, parents or other school or university/community personnel.		2.5	2.53	3	2.92	2.75	2

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22.	4. Collaborate to resolve differences and solve problems respectfully and reflectively (InTASC 3.n)	Consistently evaluates own performances with a critical lens, generates potential improvements or revisions, and applies them to future performances. Actively seeks further information and perspectives from others to evaluate own performance and demonstrates in-depth analysis and synthesis of viewpoints.	Consistently evaluates own performances (e.g., interactions, written work, test results) with a critical lens, generates potential improvements or revisions, and applies them to future performances. Is open-minded and positive when receiving feedback from others. Demonstrates the ability to act on suggestions.	Does not provide any substantive suggestions for positive self improvement and fails to see the need for positive change. Rejects suggestions from others directly or by failing to act. Offers excuses/assigns blame to others (e.g, students, parents, colleagues, supervisor) for negative results.	There was no opportunity in this setting to observe/evaluate this indicator.	2.5	2.44	3	2.42	3	2
23.	VI. Ethics 1. Demonstrate honesty, integrity, fairness, respect for others and confidentiality (InTASC 2.m, 3.q, 9.o) (Danielson 4.f) (Marzano 59)	Consistently and appropriately honors the needs and best interests of students, the work setting (school, district, university), and the profession including a pattern of professional behaviors related to honesty and integrity. Actively seeks or leads opportunities to select or create appropriate new	Consistently and appropriately honors the needs and best interests of students, the work setting (school, district, university), and the profession. Demonstrates a pattern of professional behavior related to honesty and integrity, including maintaining confidentiality, academic honesty, professional	Does not consistently honor the needs and best interests of students, the work setting (school, district, university) or profession. Demonstrates unprofessional behaviors related to honesty and integrity (e.g., violation of confidentiality,		2.5	2.44	3	2.92	2.5	1

				Programs	Biology	Elementary Education	Math	Music	Physical Edu	Social Science
	forums to advocate for students or the profession. Adheres to all standards of the profession's established code of conduct and is highly respected by colleagues.	integrity, and appropriate separation of personal and professional domains. Adheres to all standards of the profession's established code of conduct.	academic dishonesty (including plagiarism or cheating), dishonesty in professional interactions), or imposition of personal religious or political views upon others. May fail to adhere to some standard of the profession's established code of conduct.							
24.	2. Accept responsibility for personal actions and behaviors (InTASC 6.r, 9.1, 10.p) (Marzano 59)	Accepts responsibility for personal action and interactions and displays professional maturity; focuses on solutions rather than assigning blame.	Accepts responsibility for personal action and interactions. Focuses on blaming others rather than seeking solutions; is reluctant to accept responsibility for personal actions/ interactions.		2.52	2.53	3	2.58	2.75	2
25.	3. Create and maintain appropriate interpersonal relationships in all settings (InTASC 3.n, 10.r) (Danielson 4.d) (Marzano 55,56)	Does not tolerate undermining behaviors (e.g., gossiping or abuse of confidentiality of others); advocates for positive relationships among colleagues and other stakeholders to benefit the organizational culture; develops appropriate and professional interpersonal relationships with all	Refrains from participating in behaviors that could undermine organizational culture (e.g., gossip about P-12 students, faculty, or school personnel); develops appropriate and professional interpersonal relationships with all stakeholder groups;	Participates in behaviors that could undermine organizational culture (e.g., gossip about P-12 students, faculty, or school personnel); develops inappropriate interpersonal relationships with students or families or colleagues that undermine professional	2.5	2.44	3	2.67	2.5	2

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	stakeholder groups; Maintains a caring but professional attitude with students/ colleagues.	Reveals general personal information appropriate to a professional setting.	credibility; Reveals inappropriate sensitive and personal information about himself/herself in the professional setting.						
	Average Rubric Score			2.48	2.44	2.78	2.69	2.58	1.96