(5) Indication of whether the program has a unique set of program assessments which are different from those expected for the unit’s assessment system and the relationship of the program’s assessments to the unit’s assessment system. This response should clarify how the key assessments used in the program are derived from or informed by the assessment system that the unit will need to address under SATE Unit Standard 2. There are no unique program assessments within the special education teacher education program.
# Attachment 1.1
## Program of Study

### SPECIAL EDUCATION PROGRAM CHECKLIST (05/05)

#### Pre-Professional Area

<table>
<thead>
<tr>
<th>Course #</th>
<th>Description</th>
<th>Cr.</th>
<th>Prerequisites</th>
<th>Offered</th>
<th>Taken</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Educ 212</td>
<td>Foundations of Education</td>
<td>2</td>
<td>F,W,Sp</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sped 200</td>
<td>Education of Exceptional Students</td>
<td>3</td>
<td>F,W,Sp</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sped 201</td>
<td>Field Experience w/ Except. Students</td>
<td>2</td>
<td>F,W</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Psyc 111</td>
<td>General Psychology</td>
<td>3</td>
<td>F,W,Sp</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Recommended Elective:

<table>
<thead>
<tr>
<th>Course #</th>
<th>Description</th>
<th>Cr.</th>
<th>Prerequisites</th>
<th>Offered</th>
<th>Taken</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>His 101</td>
<td>Intro. to Hawaiian Studies</td>
<td>3</td>
<td>(requirement for Hawaii Teacher Licensure)</td>
<td></td>
<td>F,W,Sp</td>
<td></td>
</tr>
</tbody>
</table>

**APPLY TO SCHOOL OF EDUCATION**

(Pass PRAXIS I Exam, Complete SOE Admissions Packet, Interview)

#### Academic Support Area

<table>
<thead>
<tr>
<th>Course #</th>
<th>Description</th>
<th>Cr.</th>
<th>Prerequisites</th>
<th>Offered</th>
<th>Taken</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Educ 300</td>
<td>Human Growth and Learning</td>
<td>2</td>
<td>Psyc 111, Pre-Prof. Area, Admission to SOE</td>
<td>F,W,Sp</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sped 325</td>
<td>Special Ed. Law</td>
<td>2</td>
<td>Pre-Prof. Area, Admission to SOE</td>
<td>Sp</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Educ 312</td>
<td>Effective Pedagogy</td>
<td>3</td>
<td>Pre-Prof. Area, Admission to SOE</td>
<td>F,W,Sp</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Educ 386</td>
<td>Education Assessment in Special Ed.</td>
<td>3</td>
<td>Pre-Prof. Area, Admission to SOE</td>
<td>W</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Educ 305</td>
<td>Comp./Tech. Assisted Instruction</td>
<td>1</td>
<td>Pre-Prof. Area, Admission to SOE</td>
<td>F,W,Sp</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Educ 306</td>
<td>Assistive Technology in Special Ed.</td>
<td>1</td>
<td>Pre-Prof. Area, Admission to SOE</td>
<td>W</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Eled 320</td>
<td>Language Arts Methods</td>
<td>2</td>
<td>Pre-Prof. Area, Admission to SOE</td>
<td>W</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sped 370</td>
<td>Tchg. Life Mgt. Skills to Stud. w/ Disabil.</td>
<td>2</td>
<td>Pre-Prof. Area, Admission to SOE</td>
<td>Sp</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

16
# Professional Year

<table>
<thead>
<tr>
<th>Course #</th>
<th>Description</th>
<th>Cr.</th>
<th>Prerequisites</th>
<th>Offered</th>
<th>Taken</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Educ 330</td>
<td>Classroom Management</td>
<td>2</td>
<td>Academic Support Area, All GE's</td>
<td>F</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Eled 321</td>
<td>Reading Methods</td>
<td>3</td>
<td>Academic Support Area, All GE's</td>
<td>F</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Eled 351</td>
<td>Mathematics Methods</td>
<td>3</td>
<td>Academic Support Area, All GE's</td>
<td>F</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sped 300</td>
<td>Theory &amp; Practice w/ Stud. w/ Disabil.</td>
<td>3</td>
<td>Academic Support Area, All GE's</td>
<td>F</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sped 491</td>
<td>Observation and Practicum</td>
<td>4</td>
<td>Academic Support Area, All GE's</td>
<td>F</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sped 492</td>
<td>Student Teaching</td>
<td>12</td>
<td>Sped 491</td>
<td>W</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| Total    |                                      |     |                                      |         |       | 53    |

NO GRADE BELOW "C-" ACCEPTED
Attachment 1.2
Candidate Information

<table>
<thead>
<tr>
<th>Academic Year</th>
<th># of Candidates Enrolled in the Program</th>
<th># of Program Completers</th>
</tr>
</thead>
<tbody>
<tr>
<td>2004-2005</td>
<td>5</td>
<td>2</td>
</tr>
<tr>
<td>2003-2004</td>
<td>9</td>
<td>6</td>
</tr>
<tr>
<td>2002-2003</td>
<td>10</td>
<td>9</td>
</tr>
</tbody>
</table>
## Attachment 1.3

### Faculty Expertise and Experience

<table>
<thead>
<tr>
<th>Faculty Member Name</th>
<th>Highest Degree, Field &amp; University</th>
<th>Assignment: Indicate the role of the faculty member</th>
<th>Faculty Rank</th>
<th>Tenure Track</th>
</tr>
</thead>
<tbody>
<tr>
<td>John L. Bailey</td>
<td>Ph.D., Instructional Science</td>
<td>Faculty</td>
<td>Associate</td>
<td>Tenured</td>
</tr>
<tr>
<td></td>
<td>Brigham Young University</td>
<td></td>
<td>Professor</td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Scholarship, Leadership in Professional Associations, and Service: List up to 3 major contributions in the past 3 years</strong></td>
<td>Teaching or other professional experience in P-12 schools</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
|                     | • Published "Computer in Education" article, *Computers in Schools*  
|                     | • Director, PUFM (Profound Understanding for Math) math project for elementary teachers  
|                     | • Consultant, Windward District Schools Restructuring Project  
|                     | • Director, International Teacher Education Project |                   |             |             |
|                     | Ed.D., Educational Leadership     |                                               | Assistant   | Yes         |
| Brent Chowen        | University of Texas at Dallas     |                                               | Professor   |             |
|                     | **Scholarship, Leadership in Professional Associations, and Service: List up to 3 major contributions in the past 3 years** | Teaching or other professional experience in P-12 schools |             |             |
|                     | • REACH nationally certified trainer  
|                     | • SIOP certified trainer |                   |             |             |
| Barry Mitchell      | Ph.D., Educational Leadership     |                                               | Associate   | Tenured     |
|                     | Brigham Young University          |                                               | Professor   |             |
|                     | **Scholarship, Leadership in Professional Associations, and Service: List up to 3 major contributions in the past 3 years** | Teaching or other professional experience in P-12 schools |             |             |
|                     | • Published "Computer in Education" article, *Computers in Schools*  
|                     | • Consultant, PUFM (Profound Understanding for Math) math project for elementary teachers  
|                     | • Consultant, Windward District Schools Restructuring Project |                   |             |             |
|                     | • Clinical supervision, K-12 (1996-present)  
<p>|                     | • Classroom teacher, 7-12 (1974-1996) |                   |             |             |</p>
<table>
<thead>
<tr>
<th>Faculty Member Name</th>
<th>Highest Degree, Field &amp; University</th>
<th>Assignment: Indicate the role of the faculty member</th>
<th>Faculty Rank</th>
<th>Tenure Track</th>
</tr>
</thead>
<tbody>
<tr>
<td>Colleen Tano</td>
<td>Ed.D. (ABD), Education (University of Southern California)</td>
<td>Faculty</td>
<td>Assistant Professor</td>
<td>Yes</td>
</tr>
</tbody>
</table>

Scholarship, Leadership in Professional Associations, and Service: List up to 3 major contributions in the past 3 years

- Grade Level Chair, 5th grade (2003-2005)
- Faculty Representative, Technology Committee (2005)
- Faculty Representative, Education Steering Committee, Kamehameha Schools Strategic Plan Implementation (2002)

Teaching or other professional experience in P-12 schools

- Clinical supervision, K-6 (2005-present)
- Classroom teacher, 3rd-5th (1997-2005)
- Classroom teacher, special education, 7th-12th (1990-1997)

<table>
<thead>
<tr>
<th>Faculty Member Name</th>
<th>Highest Degree, Field &amp; University</th>
<th>Assignment: Indicate the role of the faculty member</th>
<th>Faculty Rank</th>
<th>Tenure Track</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ray H. Thompson</td>
<td>Ed.D.</td>
<td>Faculty</td>
<td>Professor</td>
<td>Yes</td>
</tr>
</tbody>
</table>

Scholarship, Leadership in Professional Associations, and Service: List up to 3 major contributions in the past 3 years

- School of Education faculty representative on the BYU Hawaii Faculty Advisory Council (2006-present)

Teaching or other professional experience in P-12 schools

- Student teaching supervision, special education, P-12 (2006-present)
- Internship supervisor, K-12 technology coordinators (1997-2006)
- Student teaching supervision, special education, K-12 (1979-1992)
- Classroom teacher, special education, K-12 (1970-1977)

<table>
<thead>
<tr>
<th>Faculty Member Name</th>
<th>Highest Degree, Field &amp; University</th>
<th>Assignment: Indicate the role of the faculty member</th>
<th>Faculty Rank</th>
<th>Tenure Track</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hiagi Wesley</td>
<td>Ed.D., Educational Leadership Brigham Young University</td>
<td>Faculty</td>
<td>Associate Professor</td>
<td>Yes</td>
</tr>
</tbody>
</table>

Scholarship, Leadership in Professional Associations, and Service: List up to 3 major contributions in the past 3 years

- REACH nationally certified trainer
- SIOP certified trainer

Teaching or other professional experience in P-12 schools

- ESL Coordinator, K-12 (2000-2006)
- Clinical supervision (1999-2000)
- Principal, K-6 (1996-1999)
- Student teaching supervision, Univ. of Guam (1995)
<table>
<thead>
<tr>
<th>Faculty Member Name</th>
<th>Highest Degree, Field &amp; University</th>
<th>Assignment: Indicate the role of the faculty member</th>
<th>Faculty Rank</th>
<th>Tenure Track</th>
</tr>
</thead>
<tbody>
<tr>
<td>Roy Winstead</td>
<td>Ed.D., Public School Administration and Supervision (Brigham Young University)</td>
<td>Faculty</td>
<td>Professor</td>
<td>Tenured</td>
</tr>
</tbody>
</table>

**Scholarship, Leadership in Professional Associations, and Service: List up to 3 major contributions in the past 3 years**

- Chair, SATE Review Team, UH Hilo (2005)
- Chair, SATE Review Team, Halau Wanana (2005)
- Member, SATE Standards Committee, HTSB

**Teaching or other professional experience in P-12 schools**

- Student teaching supervision, K-6, (1987-present)
- Curriculum supervisor, teacher evaluator, summer school principal, administrator assessment center evaluator, K-12 (1978-1987)
- Classroom teacher, K-12 (1972-1978)
### II. Assessments and Related Data

<table>
<thead>
<tr>
<th>Name of Assessment</th>
<th>Type or Form of Assessment</th>
<th>When Administered</th>
<th>Attachments</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Praxis I Reading, Writing, Mathematics</td>
<td>State licensure tests</td>
<td>Prior to formal admission into the School of Education</td>
<td>7</td>
</tr>
<tr>
<td>2 Admissions interview</td>
<td>Multiple forms: oral/written communication; essays; recommendations</td>
<td>For formal admission into the School of Education</td>
<td>8</td>
</tr>
<tr>
<td>3 Program checklist</td>
<td>University and program courses, grades</td>
<td>Sophomore, Junior and Senior Years</td>
<td>9</td>
</tr>
<tr>
<td>4 Professional Year Observation &amp; Participation Final Evaluation</td>
<td>Clinical experiences</td>
<td>End of O&amp;P and prior to student teaching</td>
<td>10</td>
</tr>
<tr>
<td>5 Professional Year Student Teaching Final Evaluation</td>
<td>Clinical experiences</td>
<td>Completion of student teaching</td>
<td>11</td>
</tr>
<tr>
<td>6 Performance Outcomes Portfolio</td>
<td>Portfolio</td>
<td>Completion of student teaching</td>
<td>12</td>
</tr>
<tr>
<td>7 Employment Portfolio</td>
<td>Portfolio</td>
<td>Completion of student teaching</td>
<td>13</td>
</tr>
<tr>
<td>8 Praxis II and PLT, K-6</td>
<td>State licensure tests</td>
<td>Completion of student teaching</td>
<td>14</td>
</tr>
</tbody>
</table>

7 See Attachment 2.1  
8 See Attachment 2.2  
9 See Attachment 1.1  
10 See Attachment 2.3  
11 See Attachments 2.4 and 2.5  
12 See Attachment 2.6  
13 See Attachment 2.7  
14 See Attachments 2.8 and 2.9
Attachment 2.1
Praxis I: Pre-Professional Skills Tests (PPST)$^{15}$

Reading, Writing and Mathematics
Data Table

Special Education

### Praxis I PPST: Reading

<table>
<thead>
<tr>
<th>Academic Year</th>
<th># of Candidates Taking the Test</th>
<th># of Candidates Passing the Test</th>
</tr>
</thead>
<tbody>
<tr>
<td>2004-2005</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>2003-2004</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>2002-2003</td>
<td>8</td>
<td>8</td>
</tr>
</tbody>
</table>

### Praxis I PPST: Writing

<table>
<thead>
<tr>
<th>Academic Year</th>
<th># of Candidates Taking the Test</th>
<th># of Candidates Passing the Test</th>
</tr>
</thead>
<tbody>
<tr>
<td>2004-2005</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>2003-2004</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>2002-2003</td>
<td>7</td>
<td>7</td>
</tr>
</tbody>
</table>

### Praxis I PPST: Mathematics

<table>
<thead>
<tr>
<th>Academic Year</th>
<th># of Candidates Taking the Test</th>
<th># of Candidates Passing the Test</th>
</tr>
</thead>
<tbody>
<tr>
<td>2004-2005</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>2003-2004</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>2002-2003</td>
<td>7</td>
<td>7</td>
</tr>
</tbody>
</table>

$^{15}$ Scores reported are inclusive of PPST tests and Computer-Based Tests (CBT)
Attachment 2.2
Interviewer Response Form

<table>
<thead>
<tr>
<th>Applicant’s Name: ____________________________</th>
</tr>
</thead>
</table>

1. **Academic Advisor Verification Form**
   - Acceptable
   - Not Acceptable

2. **Résumé**
   - Acceptable
   - Not Acceptable

3. **Transcript**
   - Acceptable
   - Not Acceptable

4. **Recommendation Form #1**
   - Acceptable
   - Not Acceptable

5. **Recommendation Form #2**
   - Acceptable
   - Not Acceptable

6. **Essay #1**
   - Acceptable
   - Not Acceptable

7. **Essay #2**
   - Acceptable
   - Not Acceptable

8. **Essay #3**
   - Acceptable
   - Not Acceptable

9. **Open Response Form (optional)**
   - Acceptable
   - Not Acceptable

10. **Portfolio**
    - Acceptable
    - Not Acceptable

11. **Interview**
    - Acceptable
    - Not Acceptable

12. **Overall professional judgment**
    - Acceptable
    - Not Acceptable

---

Based on the above ratings, my recommendation is to ____ admit ____ not admit the applicant into teacher education.

*Explanation/Comments/Conditions, etc.:* ____________________________________________________________

__________________________
Signature of Interviewer

__________________________
Date
Attachment 2.3
Observation and Participation Final Evaluation

Page 1 of 3

Directions: The objectives of the practicum are closely related to those of the student teaching. Practicum students begin developing skills, knowledge, and attitudes that will be expanded, added to, and refined in student teaching. Therefore, the objectives and evaluation criteria for practicum are based upon the more extensive objectives of student teaching.

Within the limited time available, it is intended that the BYU-Hawaii student will develop the following traits:

I. Focuses on the Learner
   1. Relates instruction to students' interests, experiences and/or real-life situations.
   2. Uses appropriate activities to promote students' success.
   3. Takes time to listen and respond to students' concerns and interests.
   4. Nurtures students' desire to learn and achieve.
   5. Uses a variety of strategies or activities which recognize the idea of multiple intelligences and learning styles.

II. Safe and Positive Learning Environment
   1. Models a caring attitude and promotes mutual respect among students.
   2. Classroom environment is conducive for learning.
   3. Uses appropriate behavior management practices.
   4. Promotes developmentally appropriate learning experiences that enable student success.

III. Adapts to Learner Diversity
   1. Adapts instruction to provide for learners' differences in development, multiple intelligence and achievement levels.
   2. Adapts instruction to include learners with special, cultural and linguistic needs, as applicable.
   3. Develops rapport with all students.
   4. Fosters respect and empathy among diverse learners.

Comments:

(NP) Not Passed   (P) Passed
Attachment 2.3 (cont'd)
Observation and Participation Final Evaluation
Page 2 of 3

IV. Fosters Communication in the Learning Environment
   1. Writes and spells in clear standard English.
   2. Communicates openly with all students and others working in the learning environment.
   3. Uses vocabulary that is appropriate for students’ ages and interests.
   4. Engages students in different modes of communication.
   5. Lesson is engaging and encourages student participation.

Comments:

V. Demonstrates Knowledge of Content
   1. Demonstrates knowledge of major concepts and methods in content areas.
   2. Connects knowledge of content areas to students’ prior experiences, personal interests and real-life situations.
   3. Utilizes school’s current technologies to facilitate learning in the content areas.

Comments:

VI. Designs and Provides Meaningful Learning Experiences
   1. Instructional plan is compatible with the school and system-wide curricular goals.
   2. Lesson plan is complete, written and used to guide instruction.
   3. Incorporates a variety of appropriate assessment strategies.
   4. Lesson plans clearly state connections to the Hawaii Content and Performance Standards.
   5. Applies concepts that help students relate learning to everyday life.
   6. Lesson is engaging and encourages student participation.

Comments:

VII. Uses Active Student Learning Strategies
   1. Helps students to question, problem-solve and access resources.
   2. Engages students in active, hands-on, creative, open-ended and problem-based learning experiences.
   3. Provides opportunities for students to apply and practice what is learned.
   4. Uses school’s current technologies as tools for teaching and learning.

Comments:

(NP) Not Passed  (P) Passed
VIII. Uses Assessment Strategies

1. Uses a variety of appropriate assessment strategies. -
2. Obtains and uses information about students’ experiences, strengths and needs.
3. Engages students in self-assessment activities.
4. Helps keep accurate and updated student records.

Comments:

IX. Demonstrates Professionalism

1. Displays appropriate appearance and evidence of good health practices.
2. Uses initiative in becoming involved in classroom activities.
3. Accepts evaluative feedback professionally and adjusts performance accordingly.
4. Demonstrates good work habits including reliability, punctuality, etc.
5. Displays an appropriate sense of humor.
6. Works collaboratively with other professionals.
7. Student is dressed to a professional standard.

Comments:

X. Fosters Parent and School Community Relationships

1. Utilizes school/community resources to enhance student learning.
2. Works with parents and school personnel to support the learning needs of students.

Comments:

Evaluation Conference

Near the end of the practicum experience, the cooperating teacher should meet with the practicum student to discuss, in general terms at least, the strengths and weaknesses of his/her performance. The conference, as well as prior evaluation conferences, should be based upon the criteria presented in the evaluation form which will be completed by the cooperating teacher and returned to the teacher education program instructor at the end of the practicum.

Student Teacher (Print)  Cooperator Teacher (Print)

Student Signature  Cooperating Teacher Signature  Date

White: BYU-HC  Yellow: Cooperating Teacher  Pink: Student
Attachment 2.4  
Student Teaching Final Evaluation  
(completed by Cooperating Teacher)  
Page 1 of 7 

Brigham Young University  
School of Education  
Year End Student Teaching Evaluation  

<table>
<thead>
<tr>
<th>Student Teacher</th>
<th>Student I.D. Number</th>
<th>School</th>
<th>Grade</th>
<th>Cooperating Teacher</th>
<th>University Coordinator</th>
</tr>
</thead>
</table>

Semester/Year: Fall ______ Winter ______ Spring ______  
(Year) (Year) (Year)  

Program:  
Elementary Education  
Dual Preparation in Elementary Education and Special Education  
Special Education  
Secondary Education  

Signatures:  
Student Teacher __________________________________________ Date __________________  
Cooperating Teacher __________________________________________ Date __________________  
University Coordinator ________________________________________ Date __________________  
University Coordinator ________________________________________ Date __________________
Hawaii Teacher Standards

I. Focuses on the learner
   The effective teacher consistently engages students in appropriate experiences that support their development as independent learners.

II. Creates and maintains a safe and positive learning environment
    The effective teacher consistently creates a safe and positive learning environment that encourages interaction, civic responsibility, active engagement in learning and self-motivation.

III. Adapts to learner diversity
    The effective teacher consistently provides opportunities that are inclusive and adapted to diverse learners.

IV. Fosters effective communication in learning environment
    The effective teacher consistently enriches communication in the learning environment.

V. Demonstrates knowledge of content
    The effective teacher consistently demonstrates competency in content area(s) to develop student knowledge and performance.

VI. Designs and provides meaningful learning experiences
    The effective teacher consistently plans and implements meaningful learning experiences for students.

VII. Uses active student learning strategies
    The effective teacher consistently applies appropriate assessment strategies to evaluate and ensure the continuous intellectual, social, physical and emotional development of the learner.

VIII. Uses assessment strategies
    The effective teacher consistently applies appropriate assessment strategies to evaluate and ensure the continuous intellectual, social, physical and emotional development of the learner.

IX. Demonstrates professionalism
    The effective teacher continually evaluates the effects of his or her choices and actions and actively seeks opportunities to grow professionally.

X. Fosters parent & school community relationships
    The effective teacher establishes and maintains strong working relationships with parents and members of the school community to support student learning.
Attachment 2.4 (cont’d)
Student Teaching Final Evaluation
(completed by Cooperating Teacher)
Page 3 of 7

I. Focuses on the Learner

1. Provides opportunities for students to assume responsibility for their own learning.
2. Uses appropriate activities to promote students' interests by nurturing their desire to learn and achieve.
3. Demonstrates concern and interest in students by taking time to listen and respond to them.
4. Relates instruction to students' interests, experiences and/or real-life situations.
5. Facilitates students' development of positive self esteem.

Has met standard: Yes ________ No ________
Comments:

II. Creates and Maintains a Safe and Positive Learning Environment

1. Promotes empathy and mutual respect among students.
2. Knows and follows school/classroom routines & procedures that foster self-control, self-discipline & responsibilities to others.
3. Models a caring attitude.
4. Establishes a positive and appropriate teacher relationship with students.
5. Demonstrates a joy of learning to students.
6. Demonstrates an ability for spontaneous decision-making.
7. Provides learning experiences which engage students as individuals and as members of collaborative groups.

Has met standard: Yes ________ No ________
Comments:

III. Adapts to Learner Diversity

1. Develops a positive rapport with all students.
2. Designs instruction in response to learners' cultural and linguistic differences.
3. Designs instruction to provide for learners' differences in development, multiple intelligences and achievement levels.
4. Modifies instruction to include learners with special needs, if applicable.
5. Demonstrates commitment to helping every student experience success.

Has met standard: Yes ________ No ________
Comments:
IV. Fosters Effective Communication in Learning Environment
   1. Speaks clearly and appropriately when communicating with children and with other adults.
   2. Uses a variety of questioning strategies to lead stimulating discussions.
   5. Uses vocabulary that is appropriate for students’ ages and interests.
   6. Writes legibly in manuscript or cursive for classroom purposes.
   7. Demonstrates active listening and sensitivity to verbal and nonverbal communication.

Has met standard: Yes ________ No ________

Comments:

V. Demonstrates Knowledge of Content
   1. Demonstrates knowledge of major concepts, content and methods in content areas.
   2. Applies knowledge of methods from education courses to teaching practices.
   3. Connects knowledge of content areas to students’ prior experiences, personal interests and real-life situations.

Has met standard: Yes ________ No ________

Comments:

VI. Designs and Provides Meaningful Learning Experiences
   1. Plans and implements logical and sequential lessons that are relevant to learners’ needs.
   2. Provides learning experiences and instruction based on curricular goals.
   3. Diagnostic information, tests and other assessment procedures are used in planning.
   4. Links concepts and key ideas to students’ prior experiences and understandings.
   5. Provides knowledge/experiences that help students relate learning to everyday life.
   6. Lessons foster higher order thinking skills.
   7. Lesson plans clearly state & teach for mastery of concepts, processes and principles contained in Hawaii’s Content and Performance Standards.
   8. Provides knowledge and experiences that help students make life and career decisions.
   9. Utilizes material and equipment to create a media-rich environment.

Has met standard: Yes ________ No ________

Comments:
IV. Fosters Effective Communication in Learning Environment
1. Speaks clearly and appropriately when communicating with children and with other adults.
2. Uses a variety of questioning strategies to lead stimulating discussions.
5. Uses vocabulary that is appropriate for students’ ages and interests.
6. Writes legibly in manuscript or cursive for classroom purposes.
7. Demonstrates active listening and sensitivity to verbal and nonverbal communication.

Has met standard: Yes ________ No ________

Comments:

V. Demonstrates Knowledge of Content
1. Demonstrates knowledge of major concepts, content and methods in content areas.
2. Applies knowledge of methods from education courses to teaching practices.
3. Connects knowledge of content areas to students’ prior experiences, personal interests and real-life situations.

Has met standard: Yes ________ No ________

Comments:

VI. Designs and Provides Meaningful Learning Experiences
1. Plans and implements logical and sequential lessons that are relevant to learners’ needs.
2. Provides learning experiences and instruction based on curricular goals.
3. Diagnostic information, tests and other assessment procedures are used in planning.
4. Links concepts and key ideas to students’ prior experiences and understandings.
5. Provides knowledge/experiences that help students relate learning to everyday life.
6. Lessons foster higher order thinking skills.
7. Lesson plans clearly state & teach for mastery of concepts, processes and principles contained in Hawaii’s Content and Performance Standards.
8. Provides knowledge and experiences that help students make life and career decisions.
9. Utilizes material and equipment to create a media-rich environment.

Has met standard: Yes ________ No ________

Comments:
VII. Uses Active Student Learning Strategies
1. Involves students in setting goals, in planning & selecting tasks, and in assessing the quality of performance & products.
2. Helps students to question, problem-solve and access resources.
3. Provides challenging learning experiences which develop higher order thinking skills.
4. Varies instructional roles (e.g., facilitator, coach, co-learner, audience) in relation to the content, purpose of instruction and students’ needs.
5. Engages students in active, hands-on, creative, open-ended & problem-based learning experiences.
6. Provides opportunities for students to apply and practice what is learned.
7. Uses available technologies as tools for teaching and learning.

Has met standard: Yes _________ No _________
Comments:

VIII. Uses Assessment Strategies
1. Evaluates students’ performances and products objectively and fairly.
2. Uses a variety of appropriate assessment strategies to enhance knowledge about learners.
3. Involves students in developing assessment standards and criteria.
4. Engages students in self-assessment activities and personal goal setting.
5. Uses information about students’ experiences, strengths, needs and progress.
6. Maintains appropriate and accurate records of student achievement.
8. Communicates students’ progress to students, parents and colleagues, as needed.

Has met standard: Yes _________ No _________
Comments:

IX. Demonstrates Professionalism
1. Models honesty, fairness, and respect for individuals.
2. Assumes responsibility for own behavior.
3. Conducts self ethically in professional matters.
4. Demonstrates an appropriate sense of humor.
5. Displays enthusiasm and enjoyment for teaching and students.
6. Student is dressed to a professional standard.

Has met standard: Yes _________ No _________
Comments:
IX. Demonstrates Professionalism

1. Demonstrates a commitment to professional growth and ongoing career development.
3. Accepts evaluative feedback professionally and adjusts performance accordingly.
4. Is punctual in attendance, planning and honors commitments.
5. Keeps current with knowledge of issues and trends in education.
6. Demonstrates initiative and resourcefulness.
7. Assumes and willingly fulfills teaching and school responsibilities.
8. Works collaboratively with other professionals.

Has met standard: Yes _________ No __________

Comments:

X. Fosters Parent & School Community Relationships

1. Collaborates with parents and school personnel to support the learning needs of students.
2. Seeks opportunities to build strong partnerships with parents and community members.
3. Supports school related activities and programs that encourage parents to actively participate.
4. Establishes open and active lines of communication with parents.
5. Utilizes school/community resources to enhance student learning.

Has met standard: Yes _________ No __________

Comments:

Student’s Initials _________

White - BYU-HC   Yellow - CT   Pink - Student
BRIGHAM YOUNG UNIVERSITY-HAWAII CAMPUS
School of Education
College Report of Student Teaching

Student:

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First</th>
<th>Middle</th>
<th>Academic Year</th>
</tr>
</thead>
</table>

Cooperating School:  
District:  

Teaching Situation: Grade Level and Subjects Taught  

Major:  
Sem. Cr. Hr _12

Key to Marking: The boxes to the left of the descriptive statements below represent the full range of quality of performance from the very best to the very worst. Please place an X in the box which best reflects your judgment of the student's overall performance as a student teacher and potential as a teacher.

- □ A performance rarely seen in student teachers; should do a superlative job in teaching.
- □ A performance well above an acceptable standard for student teachers; should do a very good job in teaching.
- □ An acceptable standard of performance for student teachers; should do a good job of teaching.
- □ A performance less than an acceptable standard for student teacher; help and supervision will be needed during initial teaching.
- □ A wholly unacceptable performance as a student teacher. Not recommended for employment as a teacher.

Summary Statement & Analytical Comment

University Supervisor: ___________________________ Signature: ___________________________ Date: ___________________________
Attachment 2.6
Professional Outcomes Portfolio Evaluation

Page 1 of 4

Brigham Young University - Hawaii
School of Education
Professional Outcomes Portfolio

Student Name: ___________________________ Evaluator: ___________________________

Purpose: The purpose of this portfolio is for you to demonstrate how your effectiveness as a teacher in the Hawaii Teacher Performance and Licensing Standards and your implementation of the Hawaii Content Performance Standards has had an impact on the learners in your classroom. This is a step beyond the formal observations that have been done during your classroom teaching and is a component of the evaluation process that demonstrates your knowledge, skills, and dispositions as a teacher candidate in the BYUH School of Education.

Directions: Carefully select evidence that demonstrates your competence as a teacher and the effects you've had on your students' learning. (Please remember that any artifact that is considered confidential should have all identifying information removed). Then write a personal statement for each standard explaining how you've met the standard based on the evidence provided. When preparing this statement, you will need to reflect on the performance criteria that is included under each standard. Your evidence should support these (some if not all) performance criteria and not just the broad standard.

I. Focuses on the learner
The effective teacher consistently engages students in appropriate experiences that support their development as independent learners.

Evidence to demonstrate this standard may include (but are not limited to) two or more of the following:

- Lesson plans
- Lesson plans showing connections to IEP’s
- Student work with teacher feedback
- Student journals
- Reading Logs

Has met standard: Yes __ No __
Comments:

II. Creates and maintains a safe and positive learning environment
The effective teacher consistently creates a safe and positive learning environment that encourages interaction, civic responsibility, active engagement in learning and self-motivation.

Evidence to demonstrate this standard may include (but are not limited to) two or more of the following:

- Lesson plans
- Tribes Lessons
- Cooperative Learning Lessons
- Photographs
- Videos
- Copies of posted rules and consequences
- Copies of behavioral intervention plans, contracts, Functional Behavioral Analysis, etc.

Has met standard: Yes __ No __
Comments:
III. Adapts to learner diversity
The effective teacher consistently provides opportunities that are inclusive and adapted to diverse learners.

Evidence to demonstrate this standard may include (but are not limited to) two or more of the following:

- Lesson plans
- Tribes lessons
- Lessons utilizing multiple intelligences
- Computer searches
- Resource Bibliographies
- Pre-test/Post-test comparison data
- Student work with teacher feedback
- Photographs

Has met standard: Yes ______ No ______
Comments: ________

IV. Fosters effective communication in learning environment
The effective teacher consistently enriches communication in the learning environment.

Evidence to demonstrate this standard may include (but are not limited to) two or more of the following:

- Lesson plans
- Videos
- Student work
- Examples of teacher made visuals
- Photographs

Has met standard: Yes ______ No ______
Comments: ________

V. Demonstrates knowledge of content
The effective teacher consistently demonstrates competency in content area(s) to develop student knowledge and performance.

Evidence to demonstrate this standard may include (but are not limited to) two or more of the following:

- Lesson plans
- Computer searches
- Student work
- Photographs
- Meeting/Conference handouts

Has met standard: Yes ______ No ______
Comments: ________
VI. Designs and provides meaningful learning experiences
The effective teacher consistently plans and implements meaningful learning experiences for students.

Evidence to demonstrate this standard may include (but are not limited to) some of the following:

- Lesson plans/unit plans
- Graphic organizers
- Outcomes of projects
- Photographs
- Pre-test/Post-test data
- Examples of rubrics and graded student work

Has met standard: Yes _____ No _____
Comments:

VII. Uses active student learning strategies
The effective teacher consistently uses a variety of active learning strategies to develop students' thinking, problem-solving and learning skills.

Evidence to demonstrate this standard may include (but are not limited to) some of the following:

- Lesson plans
- Photographs
- Student work
- Student projects-plans & examples

Has met standard: Yes _____ No _____
Comments:

VIII. Uses assessment strategies
The effective teacher consistently applies appropriate assessment strategies to evaluate and ensure the continuous intellectual, social, physical and emotional development of the learner.

Evidence to demonstrate this standard may include (but are not limited to) some of the following:

- Lesson plans
- Student portfolios
- Gradebook
- Pre-test/Post-test data
- Notes/Letters to parents etc.
- Student work with rubrics and written evaluation
- Student journals

Has met standard: Yes _____ No _____
Comments:
IX. Demonstrates professionalism
The effective teacher continually evaluates the effects of his or her choices and actions and actively seeks opportunities to grow professionally.

Evidence to demonstrate this standard may include (but are not limited to) some of the following:

- Meeting/Conference handouts
- List of professional books and journals read
- Examples of team projects
- List of school activities you’ve participated in
- Formal evaluations demonstrating implementation of feedback
- Journal entries
- Curriculum alignment
- Grade level planning
- Professional memberships

Has met standard: Yes ______ No ______
Comments: ________

X. Fosters parent & school community relationships
The effective teacher establishes and maintains strong working relationships with parents and members of the school community to support student learning.

Evidence to demonstrate this standard may include (but are not limited to) some of the following:

- Record of IEP participation
- Notes/Letters written to parents etc.
- Notes/letters received from parents etc.

Has met standard: Yes ______ No ______
Comments: ________
Attachment 2.7
Employment Portfolio Evaluation

Employment Portfolio Evaluation Form

Teacher Candidate's Name: ________________________________

Evaluator's Name: ________________________________

The Employment Portfolio is due at the end of Student Teaching. It is to your advantage to begin thinking about it at the beginning of O&P so that selected samples of student's work, photographs of bulletin boards and student activities can be collected throughout the year. The employment portfolio must include the following:

_ a one page resume using a professional looking font and printed on bond paper
_ a statement of your philosophy of education
_ a statement of your philosophy of discipline
_ letters of recommendation (no more than 3)
_ teaching evaluation(s)
_ lesson plan(s) corresponding to each evaluation
_ an IEP you've written (for special education and dual licensing majors only)
_ list of the education classes you've taken and any other relevant coursework
_ photographs of students working and/or bulletin boards

Additional items to be included in your portfolio (at least 3 of the following):

_ honors and awards you've received
_ previous certifications and diplomas
_ history/information of your school (O&P/Student Teaching)
_ other documentation attesting to your teaching abilities
_ examples of student work
_ examples of significant teaching materials you have produced
_ a video of your teaching

Presentation format guidelines: use sheet protectors and a new, professional-looking binder
Attachment 2.8
Praxis II: Academic Content Area Assessments:
Core Content Knowledge

Data Table
Special Education

<table>
<thead>
<tr>
<th>Academic Year</th>
<th># of Candidates Taking the Test</th>
<th># of Candidates Passing the Test</th>
</tr>
</thead>
<tbody>
<tr>
<td>2004-2005</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>2003-2004</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>2002-2003</td>
<td>7</td>
<td>7</td>
</tr>
</tbody>
</table>
Data Table
Special Education

<table>
<thead>
<tr>
<th>Academic Year</th>
<th># of Candidates Taking the Test</th>
<th># of Candidates Passing the Test</th>
</tr>
</thead>
<tbody>
<tr>
<td>2004-2005</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>2003-2004</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>2002-2003</td>
<td>8</td>
<td>8</td>
</tr>
</tbody>
</table>
### III. Standards Assessment Chart

<table>
<thead>
<tr>
<th>HTSB Standard</th>
<th>Applicable Assessments from Section II:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>#1</td>
</tr>
<tr>
<td>I. Focuses on the Learner: The effective teacher candidate consistently engages students in appropriate experiences that support their development as independent learners.</td>
<td>✓</td>
</tr>
<tr>
<td>II. Creates and Maintains a Safe and Positive Learning Environment. The effective teacher candidate consistently creates a safe and positive learning environment that encourages social interaction, civic responsibility, active engagement in learning and self-motivation.</td>
<td>✓</td>
</tr>
<tr>
<td>III. Adapts to Learner Diversity. The effective teacher candidate consistently provides opportunities that are inclusive and adapted to diverse learners.</td>
<td>✓</td>
</tr>
<tr>
<td>IV. Fosters Effective Communication in the Learning Environment. The effective teacher candidate enriches communication in the learning environment.</td>
<td>✓</td>
</tr>
<tr>
<td>V. Demonstrates Knowledge of Content. The effective teacher candidate consistently demonstrates competency in content area(s) to develop student knowledge and performance.</td>
<td>✓</td>
</tr>
</tbody>
</table>

- **V.1:** Keeps abreast of current developments in content area(s) by demonstrating that he/she knows his/her discipline and understands how knowledge in the discipline is created, organized, and linked to other disciplines.
- **V.2:** Teaches mastery of language, complex processes, concepts and principles unique to content area(s) by demonstrating that he/she: (a) designs instruction that addresses the core skills, concepts, and ideas of the discipline to help students meet the goals of the Hawaii Content and Performance Standards System and General Learner Outcomes, (b) selects instructional materials and resources based on their comprehensiveness, accuracy, and usefulness for representing particular ideas and concepts and (c) represents and uses differing viewpoints, theories, and methods of inquiry when teaching concepts of the discipline.
- **V.3:** Possesses an understanding of technology appropriate to the content area, e.g. computer assisted instruction and utilizes the school's current technologies to facilitate learning in the content area(s) by demonstrating that he/she incorporates appropriate technological resources to support student exploration of the disciplines.
- **V.4:** Connects knowledge of content area(s) to students' prior experiences, personal interests and real-life situations by demonstrating that he/she: (a) uses a variety of explanations and multiple representations of concepts, including analogies, metaphors, experiments, demonstrations, and illustrations that help students develop conceptual understanding and (b) generates multiple paths to knowledge and encourages students to see, question, and interpret concepts from a variety of perspectives.

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16 Refers to the ten licensing and performance standards established by the Hawaii Teacher Standards Board (HTSB)
| VI. Designs and Provides Meaningful Learning Experiences. The effective teacher candidate consistently plans and implements meaningful learning experiences for students. | ✔ | ✔ | ✔ | ✔ | ✔ |
| VII. Uses Active Student Learning Strategies. The effective teacher candidate consistently uses a variety of active learning strategies to develop students' thinking, problem-solving and learning skills. | ✔ | ✔ | ✔ | ✔ | ✔ |
| VIII. Uses Assessment Strategies. The effective teacher candidate consistently applies appropriate assessment strategies to evaluate and ensure the continuous intellectual, social, physical and emotional development of the learner. | ✔ | ✔ | ✔ | ✔ | ✔ |
| IX. Demonstrates Professionalism. The effective teacher candidate continually evaluates the effects of his or her choices and actions and actively seeks opportunities to grow professionally. | ✔ | ✔ | ✔ | ✔ | ✔ |
| X. Fosters Parent and School Community Relationships. The effective teacher candidate establishes and maintains strong working relationships with parents and members of the school community to support student learning. | ✔ | ✔ | ✔ | ✔ | ✔ |
IV. Evidence for Meeting Standards

1. Focuses on the Learner: The effective teacher candidate consistently engages students in appropriate experiences that support their development as independent learners.

A. Assessment #3: Program Checklist. The Pre-Professional Area Courses taken by teacher education students includes EDU 212: Foundations of Education. Teacher education students are presented information related to how children learn and develop and how to utilize that knowledge in providing learning opportunities to support students' intellectual, social and personal development. The course also explains how students differ in their approaches to learning and how to create instructional activities that are adapted to diverse learners. In the SPED 200: Education of Exceptional Students course, teacher education students are presented information related to individual students who are identified in any of the exceptional categories. Students must successfully complete all courses in this area with a C- or higher grade and meet all professional dispositions in order to continue in the program.

Teacher education students who are formally admitted into the School of Education continue with the Academic Support Area Courses. In the EDU 300: Human Growth and Learning course, teacher education students take the principles learned in PSYC 111: General Psychology and expand them into an application of those principles in the teaching/learning setting in the classroom. The EDU 312: Effective Pedagogy course addresses the specific teacher pedagogy skills needed by effective teachers, including lesson planning and lesson delivery. The EDU 385: Education Assessment in the Classroom course targets assessment for individual students. The EDU 305: Computer Technology Assisted Instruction course focuses on creating lessons with appropriate technology that engage the K-6 students in the learning process. All other Academic Support Area courses are methods courses for specific content areas: Art (ART 336), Science (ELED 360), Music (ELED 378), Social Studies (ELED 380), Health (HLTH 361), and Physical Education (EXS 375). These methods courses emphasize an understanding of the content area, but their primary focus is on delivery of that content in the elementary, secondary and special education classrooms. The most current, research-based pedagogy is the goal of each of these courses. Students must successfully complete all courses in this area with a C- or higher grade and meet all professional dispositions in order to continue in the program.

The third phase of courses taken by teacher candidates is known as the Professional Year Courses. Courses in this phase include the remaining content area methods courses: Language Arts (ELED 320), Reading (ELED 321), and Mathematics (ELED 351). Students must successfully complete all courses in this area with a C- or higher grade and meet all professional dispositions in order to continue in the program.
program.

The Program Checklist is utilized to track the progress of teacher candidates in the program. It contains a list of each of the required courses in the program and has a column to show the grade obtained in each course. Teacher candidates must earn a C- or higher in each and every course in order to advance from the Pre-Professional phase to the Academic Support Area phase to the culminating Professional Year phase.

B. **Assessment #4: Professional Year Observation & Participation Final Evaluation.** During the teacher candidate’s semester of O&P, every lesson taught is evaluated using the School of Education’s “O&P Lesson Observation Form.” Alignment of items on the observation form associated with this standard are shown in the following table. Parenthetical items (left column) reference where that item appears on the lesson observation form. The performance standard and corresponding indicators appear in the right column.

<table>
<thead>
<tr>
<th>Lesson Observation Form</th>
<th>Performance Standard I: Focuses on the Learner</th>
</tr>
</thead>
<tbody>
<tr>
<td>* Connects concepts to prior knowledge and experiences (B4)</td>
<td>(1) Relates instruction to students’ interests, experiences and/or real-life situations</td>
</tr>
<tr>
<td>* Maintains a high level of student time on task (A3)</td>
<td>(2) Uses appropriate activities to promote students’ successes</td>
</tr>
<tr>
<td>* Matches lesson to maturity level of students and degree of difficulty is appropriate (B2)</td>
<td></td>
</tr>
<tr>
<td>* Instructional transitions are efficient and smooth (B8)</td>
<td></td>
</tr>
<tr>
<td>* Uses lesson plan to guide instruction (B11)</td>
<td></td>
</tr>
<tr>
<td>* Adjusts the lesson plan during the lesson as needed (B12)</td>
<td>(3) Takes time to listen and respond to students’ concerns and interests</td>
</tr>
<tr>
<td>* Gets the class started quickly (A2)</td>
<td>(4) Nurtures students’ desire to learn and achieve</td>
</tr>
<tr>
<td>* Circulates during class work to check students performance (D1)</td>
<td></td>
</tr>
<tr>
<td>* Modifications made for learning needs of individual students are noted in lesson plan (B15)</td>
<td>(5) Uses a variety of strategies or activities which recognize the idea of multiple intelligences and learning styles</td>
</tr>
<tr>
<td>* Uses strategies to include the reticent learner (D2)</td>
<td></td>
</tr>
</tbody>
</table>

---

17 See Attachment 4.1
The formative data collected from the observations is used to complete the "Observation and Participation Evaluation Form." Teacher candidates must receive a "Pass" rating by their Cooperating Teacher and the university faculty in these standards, as well as the other standards, and meet the standard for all professional dispositions in order to advance to student teaching.

It should be noted that under our philosophy of pass/not pass, or stated another way, meets the standard/does not meet the standard, teacher candidates understand that they must be able to demonstrate all required competencies as measured on the assessment instruments in O&P and Student Teaching in order to continue in the program and eventually become a program completer. Following legal counsel, several years ago it was decided to shade the "I" rating on the lesson observation forms. The legal counsel was to make sure teacher candidates clearly understood that a "I" rating was unacceptable and had serious consequences. So, in addition to the shading, the wording for the "I" rating that appears on the bottom of the observation forms reads: "Does not meet Standard."

This does not mean to imply that teacher candidates do not get any "I's" during O&P or Student Teaching. They do. However, they understand that they must work towards removing those "I's" as they continue in the program. They understand that the consequence is serious --- not being a program completer.

Teacher candidates must receive a "Met Standard" rating by their Cooperating Teacher and the university faculty in all ten of the standards and meet all School of Education professional dispositions in order to continue in the program.

C. Assessment #5: Professional Year Student Teaching Final Evaluation. During the teacher candidate's semester of Student Teaching, like O&P, every evaluated lesson taught uses the School of Education's "Student Teaching Lesson Observation Form." Alignment of items on the observation form associated with this standard are shown in the following table. Parenthetical items (left column) reference where that item appears on the lesson observation form. The performance standard and corresponding indicators appear in the right column.

<table>
<thead>
<tr>
<th>Lesson Observation Form</th>
<th>Performance Standard I: Focuses on the Learner</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gets the class started quickly (A2)</td>
<td>(1) Provides opportunities for students to assume responsibility for their own learning</td>
</tr>
<tr>
<td>Circulates during class work to check students performance (D1)</td>
<td></td>
</tr>
</tbody>
</table>

18 See Attachment 2.4
19 See Attachments 4.1 and 4.3
20 See Attachment 4.2
21 See Attachment 4.3
The formative data collected from the observations is used to complete the “Observation and Participation Evaluation Form.” Teacher candidates must receive a “Pass” rating by their Cooperating Teacher and the university faculty in these standards, as well as the other standards, and meet the standard for all professional dispositions in order to advance to student teaching.

It should be noted that under our philosophy of pass/not pass, or stated another way, meets the standard/does not meet the standard, teacher candidates understand that they must be able to demonstrate all required competencies as measured on the assessment instruments in O&P and Student Teaching in order to continue in the program and eventually become a program completer. Following legal counsel, several years ago it was decided to shade the “1” rating on the lesson observation forms. The legal counsel was to make sure teacher candidates clearly understood that a “1” rating was unacceptable and had serious consequences. So, in addition to the shading, the wording for the “1” rating that appears on the bottom of the observation forms reads: “Does not meet Standard.”

---

22 See Attachment 2.4
23 See Attachments 4.1 and 4.3
This does not mean to imply that teacher candidates do not get any "1's" during O&P or Student Teaching. They do. However, they understand that they must work towards removing those "1's" as they continue in the program. They understand that the consequence is serious --- not being a program completer.

Teacher candidates must receive a "Met Standard" rating by their Cooperating Teacher and the university faculty in all ten of the standards and meet all School of Education professional dispositions\(^{24}\) in order to continue in the program.

D. **Assessment #6: Performance Outcomes Portfolio.** Although teacher candidates are introduced to the fact early in their program that they will conclude Student Teaching with a Performance Outcomes Portfolio, serious attention is given to it in the O&P and Student Teaching semesters. By the end of Student Teaching, teacher candidates submit their portfolio for evaluation by the faculty using the "Professional Outcomes Portfolio Evaluation Form."\(^{25}\) Teacher candidates have received a copy of the form used to evaluate their portfolios to use as a guide in compiling their evidences under each of the ten performance and licensing standards. By becoming familiar with the suggested evidences on the form, teacher candidates also have the opportunity to internalize how each of the suggested evidences might be used to demonstrate successful performance for each of the ten standards.

For example, for Standard I: Focuses on the Learner, the following suggested evidences for demonstrating this standard include: lesson plans, lesson plans showing connections to IEP's, lesson observation comments by evaluators, student work with teacher feedback, student journals, reading logs, photographs, personal statement(s), and any other item(s) the teacher candidate might consider appropriate.

Samples of teacher candidate portfolios have been collected and retained for review. We believe these samples will clearly show that our teacher candidates have sufficient knowledge and skills in understanding the standards and providing appropriate evidences to demonstrate not only their understanding, but the success of implementing that knowledge and skills in their classroom with the students they have stewardship over.

Teacher candidates must receive a "Met Standard" on each of the ten standards for the portfolio. If any area is deemed below standard, the teacher candidate must continue working on the portfolio until the university faculty consider it at an acceptable standard for someone desiring to be a program completer.

\(^{24}\) See Attachment 4.2
\(^{25}\) See Attachment 2.7
II. Creates and Maintains a Safe and Positive Learning Environment. The effective teacher candidate consistently creates a safe and positive learning environment that encourages social interaction, civic responsibility, active engagement in learning and self-motivation.

A. Assessment #4: Professional Year Observation & Participation Final Evaluation. During the teacher candidate’s semester of O&P, every lesson taught is evaluated using the School of Education’s “O&P Observation Form.” Alignment of items on the observation form associated with this standard are shown in the following table. Parenthetical items (left column) reference where that item appears on the lesson observation form. The performance standard and corresponding indicators appear in the right column.

<table>
<thead>
<tr>
<th>Lesson Observation Form</th>
<th>Performance Standard II: Creates and Maintains a Safe and Positive Learning Environment</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Varies the pace of the lesson to suit activity and pupil responses (B7)</td>
<td>(1) Models a caring attitude and promotes mutual respect among students</td>
</tr>
<tr>
<td>• Lesson engages and encourages student participation (B9)</td>
<td></td>
</tr>
<tr>
<td>• Varies the pace of the lesson to suit activity and pupil responses (B7)</td>
<td>(2) Classroom environment is conducive for learning</td>
</tr>
<tr>
<td>• Uses pro-active effective systems to consistently govern verbal participation (E2)</td>
<td></td>
</tr>
<tr>
<td>• Gets the class started quickly (A2)</td>
<td>(3) Uses appropriate behavior management practices</td>
</tr>
<tr>
<td>• Maintains a high level of student time on task (A3)</td>
<td></td>
</tr>
<tr>
<td>• Adjusts the lesson plan during the lesson as needed (B12)</td>
<td></td>
</tr>
<tr>
<td>• Handles routine matters in a pattern that is consistently successful (E1)</td>
<td></td>
</tr>
<tr>
<td>• Has rules and procedures to consistently and effectively govern student classroom movement (E3)</td>
<td></td>
</tr>
<tr>
<td>• Effectively manages behavior of all students during activities/ transitions (E4)</td>
<td></td>
</tr>
<tr>
<td>• Overall, uses management methods</td>
<td></td>
</tr>
<tr>
<td>• Reinforces models of appropriate</td>
<td></td>
</tr>
</tbody>
</table>

26 See Attachment 4.1
The formative data collected from the observations is used to complete the "Observation and Participation Evaluation Form." Teacher candidates must receive a "Pass" rating by their Cooperating Teacher and the university faculty in these standards, as well as the other standards, and meet the standard for all professional dispositions in order to advance to student teaching.

It should be noted that under our philosophy of pass/not pass, or stated another way, meets the standard/does not meet the standard, teacher candidates understand that they must be able to demonstrate all required competencies as measured on the assessment instruments in O&P and Student Teaching in order to continue in the program and eventually become a program completer. Following legal counsel, several years ago it was decided to shade the "1" rating on the lesson observation forms. The legal counsel was to make sure teacher candidates clearly understood that a "1" rating was unacceptable and had serious consequences. So, in addition to the shading, the wording for the "1" rating that appears on the bottom of the observation forms reads: "Does not meet Standard."

This does not mean to imply that teacher candidates do not get any "1's" during O&P or Student Teaching. They do. However, they understand that they must work towards removing those "1's" as they continue in the program. They understand that the consequence is serious --- not being a program completer.

Teacher candidates must receive a "Met Standard" rating by their Cooperating Teacher and the university faculty in all ten of the standards and meet all School of Education professional dispositions in order to continue in the program.

B. Assessment #5: Professional Year Student Teaching Final Evaluation.
During the teacher candidate's semester of Student Teaching, like O&P, every lesson taught is evaluated using the School of Education's "Student Teaching Observation

<table>
<thead>
<tr>
<th>behavior (E5)</th>
<th>• Overall, uses management methods which are appropriate and effective (E6)</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Lesson engages and encourages student participation (B9)</td>
<td>(4) Promotes developmentally appropriate learning experiences that enable student success</td>
</tr>
<tr>
<td>• Modifications made for learning needs of individual students are noted in lesson plan (B14)</td>
<td></td>
</tr>
</tbody>
</table>

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27 See Attachment 2.4
28 See Attachments 4.1 and 4.3
29 See Attachment 4.2
Alignment of items on the observation form associated with this standard are shown in the following table. Parenthetical items (left column) reference where that item appears on the lesson observation form. The performance standard and corresponding indicators appear in the right column.

<table>
<thead>
<tr>
<th>Lesson Observation Form</th>
<th>Performance Standard II: Creates and Maintains a Safe and Positive Learning Environment</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Uses pro-active effective systems to consistently govern verbal participation (E2)</td>
<td>(1) Promotes empathy and mutual respect among students</td>
</tr>
<tr>
<td>- Has rules and procedures to consistently and effectively govern student classroom</td>
<td></td>
</tr>
<tr>
<td>movement (E3)</td>
<td></td>
</tr>
<tr>
<td>- Effectively manages behavior of all students during activities &amp; transitions (E4)</td>
<td></td>
</tr>
<tr>
<td>- Reinforces models of appropriate behavior (E5)</td>
<td></td>
</tr>
<tr>
<td>- Overall, uses management methods which are appropriate and effective (E6)</td>
<td></td>
</tr>
<tr>
<td>- Gets the class started quickly (A2)</td>
<td>(2) Knows and follows school/classroom routines and procedures that foster self-</td>
</tr>
<tr>
<td>- Maintains a high level of student time on task (A3)</td>
<td>control, self-discipline and responsibilities to others</td>
</tr>
<tr>
<td>- Matches lesson to maturity level of students and degree of difficulty is appropriate (B2)</td>
<td></td>
</tr>
<tr>
<td>- Instructional transitions are efficient and smooth (B8)</td>
<td></td>
</tr>
<tr>
<td>- Uses lesson plan to guide instruction (B11)</td>
<td></td>
</tr>
<tr>
<td>- Demonstrates professional behavior (F3)</td>
<td>(4) Establishes a positive and appropriate teacher relationship with students</td>
</tr>
<tr>
<td>- Demonstrates an enjoyment of teaching and being with students (F4)</td>
<td>(5) Demonstrates a joy of learning to students</td>
</tr>
<tr>
<td>- Adjusts the lesson plan during the lesson as needed (B12)</td>
<td>(6) Demonstrates an ability for spontaneous decision-making</td>
</tr>
</tbody>
</table>

30 See Attachment 4.3
Lesson engages and encourages student participation (B9)
- Modifications made for learning needs of individual students are noted in lesson plan (B15)
- Uses strategies to include the reticent learner (D2)

(7) Provides learning experiences which engage students as individuals and as members of collaborative groups

The formative data collected from the observations is used to complete the "Student Teaching Evaluation Form." Teacher candidates must receive a "Pass" rating by their Cooperating Teacher and the university faculty in these standards, as well as the other standards, and meet the standard for all professional dispositions in order to advance to student teaching.

It should be noted that under our philosophy of pass/not pass, or stated another way, meets the standard/does not meet the standard, teacher candidates understand that they must be able to demonstrate all required competencies as measured on the assessment instruments in O&P and Student Teaching in order to continue in the program and eventually become a program completer. Following legal counsel, several years ago it was decided to shade the "1" rating on the lesson observation forms. The legal counsel was to make sure teacher candidates clearly understood that a "1" rating was unacceptable and had serious consequences. So, in addition to the shading, the wording for the "1" rating that appears on the bottom of the observation forms reads: "Does not meet Standard."

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Teacher candidates must receive a "Met Standard" rating by their Cooperating Teacher and the university faculty in all ten of the standards and meet all School of Education professional dispositions in order to continue in the program.

C. Assessment #6: Performance Outcomes Portfolio. Although teacher candidates are introduced to the fact early in their program that they will conclude Student Teaching with a Performance Outcomes Portfolio, serious attention is given to it in the O&P and Student Teaching semesters. By the end of Student Teaching, teacher candidates submit their portfolio for evaluation by the faculty. Teacher candidates have received a copy of the form used to evaluate their portfolios to use.

31 See Attachment 2.4
32 See Attachments 4.1 and 4.3
33 See Attachment 4.2
as a guide in compiling their evidences under each of the ten performance and licensing standards. By becoming familiar with the suggested evidences on the form, teacher candidates also have the opportunity to internalize how each of the suggested evidences might be used to demonstrate successful performance for each of the ten standards.

For example, for Standard II: Creates and Maintains a Safe and Positive Learning Environment, the following suggested evidences for demonstrating this standard include: lesson plans; Tribes lesson plans; Cooperative Learning lesson plans; lesson observation comments by evaluators; photographs; videos; copies of posted rules and consequences; copies of behavioral intervention plans, contracts, functional behavioral analysis, etc.; personal statement(s), and any other item(s) the teacher candidate might consider appropriate. Samples of teacher candidate portfolios have been collected and retained for review. We believe these samples will clearly show that our teacher candidates have sufficient knowledge and skills in understanding the standards and providing appropriate evidences to demonstrate not only their understanding, but the success of implementing that knowledge and skills in their classroom with the students they have stewardship over.

<table>
<thead>
<tr>
<th>Lesson Observation Form</th>
<th>Performance Standard III: Adapts to Learner Diversity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Uses lesson plan to guide instruction (B11)</td>
<td>(1) Designs instruction to provide for learners’ differences in development, multiple intelligence and achievement levels</td>
</tr>
<tr>
<td>Teaches to different learning styles as noted in lesson plan (B13)</td>
<td></td>
</tr>
<tr>
<td>Assignments are clear and developmentally appropriate (B10)</td>
<td>(2) Modifies instruction to include learners with special, cultural and linguistic needs, as applicable</td>
</tr>
<tr>
<td>Adjusts the lesson plan during the lesson as needed (B12)</td>
<td></td>
</tr>
</tbody>
</table>

34 See Attachment 4.1
The formative data collected from the observations is used to complete the “Observation and Participation Evaluation Form.” Teacher candidates must receive a “Pass” rating by their Cooperating Teacher and the university faculty in these standards, as well as the other standards, and meet the standard for all professional dispositions in order to advance to student teaching.

It should be noted that under our philosophy of pass/not pass, or stated another way, meets the standard/does not meet the standard, teacher candidates understand that they must be able to demonstrate all required competencies as measured on the assessment instruments in O&P and Student Teaching in order to continue in the program and eventually become a program completer. Following legal counsel, several years ago it was decided to shade the “1” rating on the lesson observation forms. The legal counsel was to make sure teacher candidates clearly understood that a “1” rating was unacceptable and had serious consequences. So, in addition to the shading, the wording for the “1” rating that appears on the bottom of the observation forms reads: “Does not meet Standard.”

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Teacher candidates must receive a “Met Standard” rating by their Cooperating Teacher and the university faculty in all ten of the standards and meet all School of Education professional dispositions in order to continue in the program.

B. Assessment #5: Professional Year Student Teaching Final Evaluation.
During the teacher candidate’s semester of Student Teaching, like O&P, every lesson taught is evaluated using the School of Education’s “Student Teaching Observation Form.” Alignment of items on the observation form associated with this standard

<table>
<thead>
<tr>
<th>Modifications made for learning needs of individual students are noted in lesson plan (B14)</th>
<th>Uses strategies to include the reticent learner (D2)</th>
</tr>
</thead>
<tbody>
<tr>
<td>(3) Develops rapport with all students</td>
<td>(4) Fosters respect and empathy among diverse learners</td>
</tr>
</tbody>
</table>

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35 See Attachment 2.4
36 See Attachments 4.1 and 4.3
37 See Attachment 4.2
38 See Attachment 4.3
are shown in the following table. Parenthetical items (left column) reference where that item appears on the lesson observation form. The performance standard and corresponding indicators appear in the right column.

<table>
<thead>
<tr>
<th>Lesson Observation Form</th>
<th>Performance Standard III: Adapts to Learner Diversity</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Uses strategies to include the reticent learner (D2)</td>
<td>(1) Develops a positive rapport with all students</td>
</tr>
<tr>
<td>• Assignments are clear and developmentally appropriate (B10)</td>
<td>(2) Designs instruction in response to learners’ cultural and linguistic differences</td>
</tr>
<tr>
<td>• Adjusts the lesson plan during the lesson as needed (B12)</td>
<td></td>
</tr>
<tr>
<td>• Modifies made for learning needs of individual students are noted in lesson plan (B14)</td>
<td></td>
</tr>
<tr>
<td>• Uses lesson plan to guide instruction (B11)</td>
<td>(3) Designs instruction to provide for learners’ differences in development, multiple intelligence and achievement levels</td>
</tr>
<tr>
<td>• Teaches to different learning styles as noted in lesson plan (B13)</td>
<td></td>
</tr>
<tr>
<td>• Assignments are clear and developmentally appropriate (B10)</td>
<td>(4) Modifies instruction to include learners with special needs, if applicable</td>
</tr>
<tr>
<td>• Adjusts the lesson plan during the lesson as needed (B12)</td>
<td></td>
</tr>
<tr>
<td>• Modifications made for learning needs of individual students are noted in lesson plan (B14)</td>
<td></td>
</tr>
<tr>
<td>• Circulates during class work to check students’ performance (D1)</td>
<td>(5) Demonstrates commitment to helping every student experience success</td>
</tr>
<tr>
<td>• Provides feedback on student responses to encourage growth (D5)</td>
<td></td>
</tr>
</tbody>
</table>

The formative data collected from the observations is used to complete the "Student Teaching Final Evaluation Form." Teacher candidates must receive a "Pass" rating by their Cooperating Teacher and the university faculty in these standards, as well as the other standards, and meet the standard for all professional dispositions in order to advance to student teaching.

It should be noted that under our philosophy of pass/not pass, or stated another way, meets the standard/does not meet the standard, teacher candidates understand that they must be able to demonstrate all required competencies as measured on the assessment instruments in O&P and Student Teaching in order to

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39 See Attachment 2.4
continue in the program and eventually become a program completer. Following legal counsel, several years ago it was decided to shade the “1” rating on the lesson observation forms. The legal counsel was to make sure teacher candidates clearly understood that a “1” rating was unacceptable and had serious consequences. So, in addition to the shading, the wording for the “1” rating that appears on the bottom of the observation forms reads: “Does not meet Standard.”

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Teacher candidates must receive a “Met Standard” rating by their Cooperating Teacher and the university faculty in all ten of the standards and meet all School of Education professional dispositions in order to continue in the program.

C. Assessment #6: Performance Outcomes Portfolio. Although teacher candidates are introduced to the fact early in their program that they will conclude Student Teaching with a Performance Outcomes Portfolio, serious attention is given to it in the O&P and Student Teaching semesters. By the end of Student Teaching, teacher candidates submit their portfolio for evaluation by the faculty. Teacher candidates have received a copy of the form used to evaluate their portfolios to use as a guide in compiling their evidences under each of the ten performance and licensing standards. By becoming familiar with the suggested evidences on the form, teacher candidates also have the opportunity to internalize how each of the suggested evidences might be used to demonstrate successful performance for each of the ten standards.

For example, for Standard III: Adapts to Learner Diversity, the following suggested evidences for demonstrating this standard include: lesson plans, Tribes lesson plans, lessons utilizing multiple intelligences, lesson observation comments by evaluators, computer searches, resource bibliographies, pre-test/post-test comparison data, student work with teacher feedback, photographs, personal statement(s), and any other item(s) the teacher candidate might consider appropriate.

Samples of teacher candidate portfolios have been collected and retained for review. We believe these samples will clearly show that our teacher candidates have sufficient knowledge and skills in understanding the standards and providing appropriate evidences to demonstrate not only their understanding, but the success of implementing that knowledge and skills in their classroom with the students they

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40 See Attachments 4.1 and 4.3
41 See Attachment 4.2
IV. Fosters Effective Communication in the Learning Environment. The effective teacher candidate enriches communication in the learning environment.

A. Assessment #4: Professional Year Observation & Participation Final Evaluation. During the teacher candidate’s semester of O&P, every lesson taught is evaluated using the School of Education’s “O&P Observation Form.” Alignment of items on the observation form associated with this standard are shown in the following table. Parenthetical items (left column) reference where that item appears on the lesson observation form. The performance standard and corresponding indicators appear in the right column.

<table>
<thead>
<tr>
<th>Lesson Observation Form</th>
<th>Performance Standard IV: Fosters Communication in the Learning Environment</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Uses spelling, penmanship and grammar which are accurate, neat, and clear (C5)</td>
<td>(1) Writes and spells in clear Standard English</td>
</tr>
<tr>
<td>• Speaks fluently and precisely, using standard English (C1)</td>
<td>(2) Communicates openly with all students and others working in the learning environment</td>
</tr>
<tr>
<td>• Voice modulation and volume used appropriately (C2)</td>
<td></td>
</tr>
<tr>
<td>• Matches lesson to maturity level of students and degree of difficulty is appropriate (B2)</td>
<td>(3) Uses vocabulary that is appropriate for students’ ages and interests</td>
</tr>
<tr>
<td>• Presents instruction clearly and understandably to students (B6)</td>
<td></td>
</tr>
<tr>
<td>• Includes focus and/or review in instructional presentation (B3)</td>
<td>(4) Engages students in different modes of communication</td>
</tr>
<tr>
<td>• Uses non-verbal communication (gestures, expressions, eye contact, etc.) effectively (C3)</td>
<td></td>
</tr>
<tr>
<td>• Demonstrates congruence between verbal and non-verbal communication (C4)</td>
<td></td>
</tr>
</tbody>
</table>

The formative data collected from the observations is used to complete the "Observation and Participation Evaluation Form." Teacher candidates must

42 See Attachment 4.1
43 See Attachment 2.4
receive a “Pass” rating by their Cooperating Teacher and the university faculty in these standards, as well as the other standards, and meet the standard for all professional dispositions in order to advance to student teaching.

It should be noted that under our philosophy of pass/not pass, or stated another way, meets the standard/does not meet the standard, teacher candidates understand that they must be able to demonstrate all required competencies as measured on the assessment instruments in O&P and Student Teaching in order to continue in the program and eventually become a program completer. Following legal counsel, several years ago it was decided to shade the “1” rating on the lesson observation forms. The legal counsel was to make sure teacher candidates clearly understood that a “1” rating was unacceptable and had serious consequences. So, in addition to the shading, the wording for the “1” rating that appears on the bottom of the observation forms reads: “Does not meet Standard.”

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Teacher candidates must receive a “Met Standard” rating by their Cooperating Teacher and the university faculty in all ten of the standards and meet all School of Education professional dispositions in order to continue in the program.

B. Assessment #5: Professional Year Student Teaching Final Evaluation.
During the teacher candidate’s semester of Student Teaching, like O&P, every lesson taught is evaluated using the School of Education’s “Student Teaching Observation Form.” Alignment of items on the observation form associated with this standard are shown in the following table. Parenthetical items (left column) reference where that item appears on the lesson observation form. The performance standard and corresponding indicators appear in the right column.

<table>
<thead>
<tr>
<th>Lesson Observation Form</th>
<th>Performance Standard IV: Fosters Communication in the Learning Environment</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Speaks fluently and precisely, using standard English (C1)</td>
<td>(1) Speaks clearly and appropriately when communicating with children and with other adults</td>
</tr>
<tr>
<td>• Voice modulation and volume used appropriately (C2)</td>
<td></td>
</tr>
</tbody>
</table>

44 See Attachments 4.1 and 4.3  
45 See Attachment 4.2  
46 See Attachment 4.3
The formative data collected from the observations is used to complete the "Student Teaching Final Evaluation Form." Teacher candidates must receive a "Pass" rating by their Cooperating Teacher and the university faculty in these standards, as well as the other standards, and meet the standard for all professional dispositions in order to advance to student teaching.

It should be noted that under our philosophy of pass/not pass, or stated another way, meets the standard/does not meet the standard, teacher candidates understand that they must be able to demonstrate all required competencies as

<table>
<thead>
<tr>
<th>Competencies</th>
<th>Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td>Poses a range of appropriate questions, low to high, in the cognitive, affective, reflective domain (D3)</td>
<td>(2) Uses a variety of questioning strategies to lead stimulating discussions</td>
</tr>
<tr>
<td>Poses questions one at a time with adequate wait time provided (D4)</td>
<td>(3) Encourages student self-expression, reflection and evaluation</td>
</tr>
<tr>
<td>Matches lesson to maturity level of students and degree of difficulty is appropriate (B2)</td>
<td></td>
</tr>
<tr>
<td>Presents instruction clearly and understandably to students (B6)</td>
<td></td>
</tr>
<tr>
<td>Circulates during class work to check students' performance (D1)</td>
<td></td>
</tr>
<tr>
<td>Provides feedback on student responses to encourage growth (D5)</td>
<td></td>
</tr>
<tr>
<td>Uses spelling, penmanship and grammar which are accurate, neat, and clear (C5)</td>
<td>(4) Writes and spells in clear Standard English</td>
</tr>
<tr>
<td>Matches lesson to maturity level of students and degree of difficulty is appropriate (B2)</td>
<td>(5) Uses vocabulary that is appropriate for students' ages and interests</td>
</tr>
<tr>
<td>Presents instruction clearly and understandably to students (B6)</td>
<td></td>
</tr>
<tr>
<td>Uses spelling, penmanship and grammar which are accurate, neat, and clear (C5)</td>
<td>(6) Writes legibly in manuscript or cursive for classroom purposes</td>
</tr>
<tr>
<td>Uses non-verbal communication (gestures, expressions, eye contact, etc.)</td>
<td>(7) Demonstrates active listening and sensitivity to verbal and nonverbal communication</td>
</tr>
<tr>
<td>effectively (C3)</td>
<td></td>
</tr>
<tr>
<td>Demonstrates congruence between verbal and non-verbal communication (C4)</td>
<td></td>
</tr>
</tbody>
</table>

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47 See Attachment 2.4
measured on the assessment instruments in O&P and Student Teaching in order to continue in the program and eventually become a program completer. Following legal counsel, several years ago it was decided to shade the “1” rating on the lesson observation forms. The legal counsel was to make sure teacher candidates clearly understood that a “1” rating was unacceptable and had serious consequences. So, in addition to the shading, the wording for the “1” rating that appears on the bottom of the observation forms reads: “Does not meet Standard.”

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Teacher candidates must receive a “Met Standard” rating by their Cooperating Teacher and the university faculty in all ten of the standards and meet all School of Education professional dispositions in order to continue in the program.

C. **Assessment #6: Performance Outcomes Portfolio.** Although teacher candidates are introduced to the fact early in their program that they will conclude Student Teaching with a Performance Outcomes Portfolio, serious attention is given to it in the O&P and Student Teaching semesters. By the end of Student Teaching, teacher candidates submit their portfolio for evaluation by the faculty. Teacher candidates have received a copy of the form used to evaluate their portfolios to use as a guide in compiling their evidences under each of the ten performance and licensing standards. By becoming familiar with the suggested evidences on the form, teacher candidates also have the opportunity to internalize how each of the suggested evidences might be used to demonstrate successful performance for each of the ten standards.

For example, for Standard IV: Fosters Effective Communication in the Learning Environment, the following suggested evidences for demonstrating this standard include: lesson plans, videos, student work, lesson observation comments by evaluators, examples of teacher made visuals, photographs, personal statement(s), and any other item(s) the teacher candidate might consider appropriate. Samples of teacher candidate portfolios have been collected and retained for review. We believe these samples will clearly show that our teacher candidates have sufficient knowledge and skills in understanding the standards and providing appropriate evidences to demonstrate not only their understanding, but the success of implementing that knowledge and skills in their classroom with the students they have stewardship over.

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48 See Attachments 4.1 and 4.3
49 See Attachment 4.2
V. Demonstrates Knowledge of Content. The effective teacher candidate consistently demonstrates competency in content area(s) to develop student knowledge and performance.

V.1: Keeps abreast of current developments in content area(s) by demonstrating that he/she knows his/her discipline and understands how knowledge in the discipline is created, organized, and linked to other disciplines.

A. Assessment #3: Program Checklist. This “checklist” is an assessment of the progress teacher candidates make in completing the three phases of coursework in the program. In the first phase of courses, called Pre-Professional Area Courses, teacher candidates demonstrate in the EDU 212: Foundations of Education course, that they understand how children learn and develop and how to utilize that knowledge in providing learning opportunities to support students’ intellectual, social and personal development. This study includes the work of theorists such as Jean Piaget and Maria Montessori. The course also explains how students differ in their approaches to learning and how to create instructional activities that are adapted to diverse learners. Theorists such as Howard Gardner are considered, along with those advocates of behaviorism and constructivism. Competence in this area is measured through in-class activities as observed by the instructor, chapter tests and a ten to twenty hour field experience in a local elementary school where the teacher candidate tutors one or more students in a K-6 classroom. In addition, in the SPED 200: Education of Exceptional Students course, teacher education students are presented information related to individual students who are identified in any of the exceptional categories.

Students must successfully complete all courses in this area with a C- or higher grade, maintain a cumulative grade point average of 2.0 or higher and meet all professional dispositions in order to continue in the program. The “C-” grade has been designated by the university as an acceptable passing grade in an effort to minimize grade inflation. In the School of Education, in support of the university’s decision, we interpret the C- as an acceptable standard of performance. In theory, it would be equated to Charlotte Danielson’s rating of “basic” in the domain rubrics contained in her book A Framework for Teaching. Following that train of thought, the B grades would equate to Danielson’s rubric rating of “proficient” and A grades would equate to “distinguished.” If teacher candidates make below a C- in a major course, they have one opportunity to repeat the course and remain in the teacher education program.

In addition to the grade requirement, teacher candidates must also receive a “met” in each of the eleven professional dispositions adopted by the School of
Education. This is determined by the “Professional Dispositions Assessment” form developed by the School of Education and after discussing any concerns as a faculty about any teacher candidate.

The next phase of courses in this assessment process is called Academic Support Area Courses. In the EDU 300: Human Growth and Learning course, teacher candidates take the principles learned in PSYC 111: General Psychology and expand them into an application of those principles in the teaching/learning setting in the classroom. The EDU 312: Effective Pedagogy course addresses the specific teacher pedagogy skills needed by effective teachers, including lesson planning and lesson delivery. The EDU 385: Education Assessment in the Classroom course targets assessment for individual students. The EDU 305: Computer Technology Assisted Instruction course focuses on creating lessons with appropriate technology that engage the K-6 students in the learning process. All other Academic Support Area courses are methods courses for specific content areas: Art (ART 336), Science (ELED 360), Music (ELED 378), Social Studies (ELED 380), Health (HLTH 361), and Physical Education (EXS 375). These methods courses emphasize an understanding of the content area, but their primary focus is on delivery of that content in the elementary, secondary and/or special education classroom. The most current, research-based pedagogy is the goal of each of these courses.

Students must successfully complete all courses in this area with a C- or higher grade, maintain a cumulative grade point average of 2.0 or higher and meet all professional dispositions in order to continue in the program.

The final phase of course work is called Professional Year Courses. Courses in this phase of the program include the remaining content area methods courses: Language Arts (ELED 320), Reading (ELED 321), and Mathematics (ELED 351). While the emphasis is on pedagogy in these core content areas, content is integral to each course to ensure the most current curriculum standards are taught.

As stated before, teacher candidates must successfully complete all courses in this area with a C- or higher grade, maintain a cumulative grade point average of 2.0 or higher and meet all professional dispositions in order to continue in the program.

B. Assessment #4: Professional Year Observation & Participation Final Evaluation. During the teacher candidate’s semester of O&P, every evaluated lesson taught uses the School of Education’s “O&P Observation Form.” Alignment of items on the observation form associated with this standard are shown in the following table. Parenthetical items (left column) reference where that item appears on the lesson observation form. The performance standard and corresponding

50 See Attachment 4.2
51 See Attachment 4.1
indicators appear in the right column.

<table>
<thead>
<tr>
<th>Lesson Observation Form</th>
<th>Performance Standard V.1: Keeps abreast of current developments in content area(s) . . .</th>
</tr>
</thead>
<tbody>
<tr>
<td>• connects concepts to prior knowledge and experiences (B4)</td>
<td>(5) Applies concepts that help students relate learning to everyday life</td>
</tr>
<tr>
<td>• presents instruction clearly and understandably to students (B6)</td>
<td>(6) Lesson is engaging and encourages student participation</td>
</tr>
</tbody>
</table>

The formative data collected from the observations is used to complete the “Observation and Participation Evaluation Form.” Teacher candidates must receive a “Pass” rating by their Cooperating Teacher and the university faculty in these standards, as well as the other standards, and meet the standard for all professional dispositions in order to advance to student teaching.

It should be noted that under our philosophy of pass/not pass, or stated another way, meets the standard/does not meet the standard, teacher candidates understand that they must be able to demonstrate all required competencies as measured on the assessment instruments in O&P and Student Teaching in order to continue in the program and eventually become a program completer. Following legal counsel, several years ago it was decided to shade the “1” rating on the lesson observation forms. The legal counsel was to make sure teacher candidates clearly understood that a “1” rating was unacceptable and had serious consequences. So, in addition to the shading, the wording for the “1” rating that appears on the bottom of the observation forms reads: “Does not meet Standard.”

This does not mean to imply that teacher candidates do not get any “1’s” during O&P or Student Teaching. They do. However, they understand that they must work towards removing those “1’s” as they continue in the program. They understand that the consequence is serious --- not being a program completer.

C. **Assessment #5: Professional Year Student Teaching Final Evaluation.**

During Student Teaching, the “Student Teaching Observation Form” is used. The only difference in it and the observation form used in O&P is the addition of a rating of “3” on the form. The “3” is coded as “Distinguished” and is intended to be used in cases where the teacher candidate has truly “distinguished” himself/herself in performing that teaching behavior/practice as a seasoned classroom teacher. Otherwise, the “2” rating is used to assess the teacher candidate as having “met” the standard, while the “1” rating is used to identify performance that “does not meet

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52 See Attachment 2.4
53 See Attachments 4.1 and 4.3
54 See Attachment 4.3
the standard."

The formative data collected from these observations is used to complete the "Year End Student Teaching Evaluation Form." Teacher candidates must receive a "Has met standard" rating by their Cooperating Teacher and the university faculty in this Standard.

D. **Assessment #6: Performance Outcomes Portfolio.** Although teacher candidates are introduced to the fact early in their program that they will conclude Student Teaching with a Performance Outcomes Portfolio, serious attention is given to it in the O&P and Student Teaching semesters. By the end of Student Teaching, teacher candidates submit their portfolio for evaluation by the faculty. Teacher candidates have received a copy of the form used to evaluate their portfolios to use as a guide in compiling their evidences under each of the ten performance and licensing standards. By becoming familiar with the suggested evidences on the form, teacher candidates also have the opportunity to internalize how each of the suggested evidences might be used to demonstrate successful performance for each of the ten standards.

For example, for Standard V: Demonstrates Knowledge of Content, the following suggested evidences for demonstrating this standard include: lesson plans, computer searches, student work, lesson observation comments by evaluators, photographs, list of course work, meeting/conference handouts, personal statement(s), and any other item(s) the teacher candidate might consider appropriate.

Samples of teacher candidate portfolios have been collected and retained for review. We believe these samples will clearly show that our teacher candidates have sufficient knowledge and skills in understanding the standards and providing appropriate evidences to demonstrate not only their understanding, but the success of implementing that knowledge and skills in their classroom with the students they have stewardship over.

Teacher candidates must receive a "Met Standard" on each of the ten standards for the portfolio. If any area is deemed below standard, the teacher candidate must continue working on the portfolio until the university faculty consider it at an acceptable standard for someone desiring to be a program completer.

E. **Assessment #8: Praxis II and PLT, K-6.** One of the requirements to be a program completer includes having passed the Praxis II tests and the PLT, K-6.

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55 See Attachment 2.5
56 See Attachment 2.7
These scores must be on file with the School of Education and the pass score used is that set by the state licensing agency, the Hawaii Teacher Standards Board.

The Educational Testing Service, publisher of the Praxis Series of tests gives the following explanation for each of the tests assessed in this category:

**Special Education Core Principles: Content Knowledge (0353):**
- The test is designed to measure the candidates understanding of exceptionalities and delivery of services to students with disabilities.
- The candidates understanding of causation and the prevention of disabilities is measured.
- Questions require the candidate to understand the nature of behaviors, including frequency, duration, intensity and degrees of severity.

**Principles of Learning and Teaching: Grades K-6 (0522):**
- The test is designed to assess a beginning teacher’s knowledge of a variety of job-related criteria.
- Questions may require the examinee to do any of the following: demonstrate understanding of the importance of an aspect of teaching, demonstrate understanding of the principles of learning and teaching underlying an aspect of teaching, or recognize when and how to apply the principles of learning and teaching underlying an aspect of teaching.

V.2: Teaches mastery of language, complex processes, concepts and principles unique to content area(s) by demonstrating that he/she: (a) designs instruction that addresses the core skills, concepts, and ideas of the discipline to help students meet the goals of the Hawaii Content and Performance Standards System and General Learner Outcomes, (b) selects instructional materials and resources based on their comprehensiveness, accuracy, and usefulness for representing particular ideas and concepts and (c) represents and uses differing viewpoints, theories, and methods of inquiry when teaching concepts of the discipline.

**A. Assessment #1: Praxis I Reading, Writing and Mathematics.** Passing these three assessments is considered essential in measuring basic core skills in those three critical content areas. Although it is only one of several items contained in the complete admissions process into the teacher education program, without passing scores, the applicant may not proceed in the School of Education as a teacher candidate.

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57Educational Testing Service (ets.org). *The Praxis Series ™ Tests at a Glance. About This Test* in “Special Education Core Principles: Content Knowledge (0353).”
B. **Assessment #3: Program Checklist.** This “checklist” is an assessment of the progress teacher candidates make in completing the three phases of coursework in the program. In the first phase of courses, called Pre-Professional Area Courses, teacher candidates demonstrate in the EDU 212: Foundations of Education course, that they understand how children learn and develop and how to utilize that knowledge in providing learning opportunities to support students’ intellectual, social and personal development. This study includes the work of theorists such as Jean Piaget and Maria Montessori. The course also explains how students differ in their approaches to learning and how to create instructional activities that are adapted to diverse learners. Theorists such as Howard Gardner are considered, along with those advocates of behaviorism and constructivism. Competence in this area is measured through in-class activities as observed by the instructor, chapter tests and a ten to twenty hour field experience in a local elementary school where the teacher candidate tutors one or more students in a K-6 classroom. In addition, in the SPED 200: Education of Exceptional Students course, teacher education students are presented information related to individual students who are identified in any of the exceptional categories.

Students must successfully complete all courses in this area with a C- or higher grade, maintain a cumulative grade point average of 2.0 or higher and meet all professional dispositions in order to continue in the program. The “C-” grade has been designated by the university as an acceptable passing grade in an effort to minimize grade inflation. In the School of Education, in support of the university’s decision, we interpret the C- as an acceptable standard of performance. In theory, it would be equated to Charlotte Danielson’s rating of “basic” in the domain rubrics contained in her book *A Framework for Teaching*. Following that train of thought, the B grades would equate to Danielson’s rubric rating of “proficient” and A grades would equate to “distinguished.” If teacher candidates make below a C- in a major course, they have one opportunity to repeat the course and remain in the teacher education program.

In addition to the grade requirement, teacher candidates must also receive a “met” in each of the eleven professional dispositions adopted by the School of Education. This is determined by the “Professional Dispositions Assessment” form developed by the School of Education and after discussing any concerns as a faculty about any teacher candidate.

The next phase of courses in this assessment process is called Academic Support Area Courses. In the EDU 300: Human Growth and Learning course, teacher candidates take the principles learned in PSYC 111: General Psychology and

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59 See Attachment 4.2
expand them into an application of those principles in the teaching/learning setting in the classroom. The EDU 312: Effective Pedagogy course addresses the specific teacher pedagogy skills needed by effective teachers, including lesson planning and lesson delivery. The EDU 385: Education Assessment in the Classroom course targets assessment for individual students. The EDU 305: Computer Technology Assisted Instruction course focuses on creating lessons with appropriate technology that engage the K-6 students in the learning process. All other Academic Support Area courses are methods courses for specific content areas: Art (ART 336), Science (ELED 360), Music (ELED 378), Social Studies (ELED 380), Health (HLTH 361), and Physical Education (EXS 375). These methods courses emphasize an understanding of the content area, but their primary focus is on delivery of that content in the elementary classroom. The most current, research-based pedagogy is the goal of each of these courses.

Students must successfully complete all courses in this area with a C- or higher grade, maintain a cumulative grade point average of 2.0 or higher and meet all professional dispositions in order to continue in the program.

The final phase of course work is called Professional Year Courses. Courses in this phase of the program include the remaining content area methods courses: Language Arts (ELED 320), Reading (ELED 321), and Mathematics (ELED 351). While the emphasis is on pedagogy in these core content areas, content is integral to each course to ensure the most current curriculum standards are taught.

As stated before, teacher candidates must successfully complete all courses in this area with a C- or higher grade, maintain a cumulative grade point average of 2.0 or higher and meet all professional dispositions in order to continue in the program.

C. Assessment #4: Professional Year Observation & Participation Final Evaluation. During the teacher candidate’s semester of O&P, every evaluated lesson taught uses the School of Education’s “O&P Observation Form.” Items on the observation form are aligned with the corresponding performance standard(s) in the following table. Parenthetical items (left column) reference where that item appears on the lesson observation form. The applicable performance standards and corresponding indicators appear in the right column.

<table>
<thead>
<tr>
<th>Lesson Observation Form</th>
<th>Performance Standard V.2: Teaches mastery of language, complex processes, concepts and principles unique to content area(s) . . .</th>
</tr>
</thead>
</table>

60 See Attachment 4.1
The formative data collected from the observations is used to complete the sections indicated in the table on the “Observation and Participation Evaluation Form.” Teacher candidates must receive a “Pass” rating by their Cooperating Teacher and the university faculty in this Standard, as well as the other standards, and meet the standard for all professional dispositions in order to advance to student teaching.

It should be noted that under our philosophy of pass/not pass, or stated another way, meets the standard/does not meet the standard, teacher candidates understand that they must be able to demonstrate all required competencies as measured on the assessment instruments in O&P and Student Teaching in order to continue in the program and eventually become a program completer. Following legal counsel, several years ago it was decided to shade the “1” rating on the lesson

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<table>
<thead>
<tr>
<th>• Lesson plan is complete, clearly written, and follows Hawaii content standards with clear measurable outcomes (B1)</th>
<th>(a) designs instruction that addresses the core skills, concepts, and ideas of the discipline to help students meet the goals of the Hawaii Content and Performance Standards System and General Learner Outcomes</th>
</tr>
</thead>
</table>
| • Uses examples/demonstrations which are relevant and developmentally and contextually appropriate (B5)  
• Assignments are clear and developmentally appropriate (B10)  
• Lesson in concert with IEP objectives as needed and shown in the lesson plan (B15) | (b) selects instructional materials and resources based on their comprehensiveness, accuracy, and usefulness for representing particular ideas and concepts |
| • Teaches to different learning styles as noted in lesson plan (B13)  
• Modifications made for learning needs of individual students are noted in lesson plan (B14)  
• Uses strategies to include the reticent learner (D2)  
• Poses a range of appropriate questions, low to high, in the cognitive, affective, reflective domain (D3) | (c) represents and uses differing viewpoints, theories, and methods of inquiry when teaching concepts of the discipline |

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61 See Attachment 2.4
observation forms.\textsuperscript{62} The legal counsel was to make sure teacher candidates clearly understood that a "1" rating was unacceptable and had serious consequences. So, in addition to the shading, the wording for the "1" rating that appears on the bottom of the observation forms reads: "Does not meet Standard."

This does not mean to imply that teacher candidates do not get any "1's" during O&P or Student Teaching. They do. However, they understand that they must work towards removing those "1's" as they continue in the program. They understand that the consequence is serious --- not being a program completer.

D. \textbf{Assessment \#5: Professional Year Student Teaching Final Evaluation.}

During Student Teaching, the "Student Teaching Observation Form"\textsuperscript{63} is used. The only difference in it and the observation form used in O&P is the addition of a rating of "3" on the form. The "3" is coded as "Distinguished" and is intended to be used in cases where the teacher candidate has truly "distinguished" himself/herself in performing that teaching behavior/practice as a seasoned classroom teacher. Otherwise, the "2" rating is used to assess the teacher candidate as having "met" the standard, while the "1" rating is used to identify performance that "does not meet the standard."

The formative data collected from these observations is used to complete Section V: Demonstrates Knowledge of Content on the "Year End Student Teaching Evaluation Form."\textsuperscript{64} Teacher candidates must receive a "Has met standard" rating by their Cooperating Teacher and the university faculty in this Standard.

E. \textbf{Assessment \#6: Performance Outcomes Portfolio.} Although teacher candidates are introduced to the fact early in their program that they will conclude Student Teaching with a Performance Outcomes Portfolio, serious attention is given to it in the O&P and Student Teaching semesters. By the end of Student Teaching, teacher candidates submit their portfolio for evaluation by the faculty. Teacher candidates have received a copy of the form\textsuperscript{65} used to evaluate their portfolios to use as a guide in compiling their evidences under each of the ten performance and licensing standards. By becoming familiar with the suggested evidences on the form, teacher candidates also have the opportunity to internalize how each of the suggested evidences might be used to demonstrate successful performance for each of the ten standards.

For example, for Standard V: Demonstrates Knowledge of Content, the following suggested evidences for demonstrating this standard include: lesson

\textsuperscript{62} See Attachments 4.1 and 4.3
\textsuperscript{63} See Attachment 4.3
\textsuperscript{64} See Attachment 2.5
\textsuperscript{65} See Attachment 2.7
plans, computer searches, student work, lesson observation comments by evaluators, photographs, list of course work, meeting/conference handouts, personal statement(s), and any other item(s) the teacher candidate might consider appropriate.

Samples of teacher candidate portfolios have been collected and retained for review. We believe these samples will clearly show that our teacher candidates have sufficient knowledge and skills in understanding the standards and providing appropriate evidences to demonstrate not only their understanding, but the success of implementing that knowledge and skills in their classroom with the students they have stewardship over.

Teacher candidates must receive a “Met Standard” on each of the ten standards for the portfolio. If any area is deemed below standard, the teacher candidate must continue working on the portfolio until the university faculty consider it at an acceptable standard for someone desiring to be a program completer.

F. Assessment #8: Praxis II and PLT, K-6. One of the requirements to be a program completer includes having passed the Praxis II tests and the PLT, K-6. These scores must be on file with the School of Education and the pass score used is that set by the state licensing agency, the Hawaii Teacher Standards Board.

The Educational Testing Service, publisher of the Praxis Series of tests gives the following explanation for each of the tests assessed in this category:

Special Education Core Principles: Content Knowledge (0353):66
- the test is designed to measure the candidates understanding of exceptionalities and delivery of services to students with disabilities
- the candidates understanding of causation and the prevention of disabilities is measured
- questions require the candidate to understand the nature of behaviors, including frequency, duration, intensity and degrees of severity

Principles of Learning and Teaching: Grades K-6 (0522):67
- test is designed to assess a beginning teacher’s knowledge of a variety of job-related criteria
- questions may require the examinee to do any of the following: demonstrate understanding of the importance of an aspect of teaching,

66Educational Testing Service (ets.org). *The Praxis Series* ™ Tests at a Glance. About This Test in “Special Education Core Principles: Content Knowledge (0353).”

demonstrate understanding of the principles of learning and teaching underlying an aspect of teaching, or recognize when and how to apply the principles of learning and teaching underlying an aspect of teaching

V.3: Possesses an understanding of technology appropriate to the content area, e.g. computer assisted instruction and utilizes the school’s current technologies to facilitate learning in the content area(s) by demonstrating that he/she incorporates appropriate technological resources to support student exploration of the disciplines.

A. **Assessment #4: Professional Year Observation & Participation Final Evaluation.** During the teacher candidate’s semester of O&P, every evaluated lesson taught uses the School of Education’s “O&P Observation Form.” Item(s) related to Standard V.3 are not specifically found on the lesson observation form. However, the Cooperating Teacher makes a “cumulative” assessment of the use of technology over the semester in order to complete Standard VII: Uses Active Student Learning Strategies, item #4, Uses school’s current technologies as tools for teaching and learning on the O&P Final Evaluation Form.

B. **Assessment #5: Professional Year Student Teaching Final Evaluation.** As with the O&P Semester explained above, during Student Teaching, the lesson observation form does not specifically address the use of technology in lessons. However, the Cooperating Teacher makes a “cumulative” assessment of the use of technology over the semester in order to complete Standard VII: Uses Active Student Learning Strategies, item #7, Uses available technologies as tools for teaching and learning on the Student Teaching Final Evaluation Form.

C. **Assessment #6: Performance Outcomes Portfolio.** Although teacher candidates are introduced to the fact early in their program that they will conclude Student Teaching with a Performance Outcomes Portfolio, serious attention is given to it in the O&P and Student Teaching semesters. By the end of Student Teaching, teacher candidates submit their portfolio for evaluation by the faculty. Teacher candidates have received a copy of the form used to evaluate their portfolios to use as a guide in compiling their evidences under each of the ten performance and licensing standards. By becoming familiar with the suggested evidences on the form, teacher candidates also have the opportunity to internalize how each of the suggested evidences might be used to demonstrate successful performance for each of the ten standards.

For example, for Standard VII: Uses Active Student Learning Strategies, the following suggested evidences for demonstrating the technology portion of this standard include: lesson plans/unit plans, outcomes of projects (samples), lesson

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68 See Attachment 4.1
69 See Attachment 2.7
observation comments by evaluators, photographs, examples of rubrics and graded student work, personal statement(s), and any other item(s) the teacher candidate might consider appropriate.

Samples of teacher candidate portfolios have been collected and retained for review. We believe these samples will clearly show that our teacher candidates have sufficient knowledge and skills in understanding the standards and providing appropriate evidences to demonstrate not only their understanding, but the success of implementing that knowledge and skills in their classroom with the students they have stewardship over.

Teacher candidates must receive a “Met Standard” on each of the ten standards for the portfolio. If any area is deemed below standard, the teacher candidate must continue working on the portfolio until the university faculty consider it at an acceptable standard for someone desiring to be a program completer.

D. **Assessment #8: Praxis II and PLT, K-6.** One of the requirements to be a program completer includes having passed the Praxis II tests and the PLT, K-6. These scores must be on file with the School of Education and the pass score used is that set by the state licensing agency, the Hawaii Teacher Standards Board.

The Educational Testing Service, publisher of the Praxis Series of tests gives the following explanation for each of the tests assessed in this category:

*Special Education Core Principles: Content Knowledge (0353)*:
- The test is designed to measure the candidates understanding of exceptionals and delivery of services to students with disabilities
- The candidates understanding of causation and the prevention of disabilities is measured
- Questions require the candidate to understand the nature of behaviors, including frequency, duration, intensity and degrees of severity

*Principles of Learning and Teaching: Grades K-6 (0522)*:
- Test is designed to assess a beginning teacher’s knowledge of a variety of job-related criteria
- Questions may require the examinee to do any of the following: demonstrate understanding of the importance of an aspect of teaching,

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70Educational Testing Service (ets.org). *The Praxis Series™ Tests at a Glance. About This Test* in “Special Education Core Principles: Content Knowledge (0353).”
71Educational Testing Service (ets.org). *The Praxis Series™ Tests at a Glance. About This Test* in “Principles of Learning and Teaching: Grades K-6 (0522).”
demonstrate understanding of the principles of learning and teaching underlying an aspect of teaching, or recognize when and how to apply the principles of learning and teaching underlying an aspect of teaching

V.4: Connects knowledge of content area(s) to students' prior experiences, personal interests and real-life situations by demonstrating that he/she: (a) uses a variety of explanations and multiple representations of concepts, including analogies, metaphors, experiments, demonstrations, and illustrations that help students develop conceptual understanding and (b) generates multiple paths to knowledge and encourages students to see, question, and interpret concepts from a variety of perspectives.

A. Assessment #3: Program Checklist. This "checklist" is an assessment of the progress teacher candidates make in completing the three phases of coursework in the program. In the first phase of courses, called Pre-Professional Area Courses, teacher candidates demonstrate in the EDU 212: Foundations of Education course, that they understand how children learn and develop and how to utilize that knowledge in providing learning opportunities to support students' intellectual, social and personal development. This study includes the work of theorists such as Jean Piaget and Maria Montessori. The course also explains how students differ in their approaches to learning and how to create instructional activities that are adapted to diverse learners. Theorists such as Howard Gardner are considered, along with those advocates of behaviorism and constructivism. Competence in this area is measured through in-class activities as observed by the instructor, chapter tests and a ten to twenty hour field experience in a local elementary school where the teacher candidate tutors one or more students in a K-6 classroom. In addition, in the SPED 200: Education of Exceptional Students course, teacher education students are presented information related to individual students who are identified in any of the exceptional categories.

Students must successfully complete all courses in this area with a C- or higher grade, maintain a cumulative grade point average of 2.0 or higher and meet all professional dispositions in order to continue in the program. The "C-" grade has been designated by the university as an acceptable passing grade in an effort to minimize grade inflation. In the School of Education, in support of the university's decision, we interpret the C- as an acceptable standard of performance. In theory, it would be equated to Charlotte Danielson's rating of "basic" in the domain rubrics contained in her book A Framework for Teaching. Following that train of thought, the B grades would equate to Danielson's rubric rating of "proficient" and A grades would equate to "distinguished." If teacher candidates make below a C- in a major course, they have one opportunity to repeat the course and remain in the teacher education program.

In addition to the grade requirement, teacher candidates must also receive a
"met" in each of the eleven professional dispositions adopted by the School of Education. This is determined by the "Professional Dispositions Assessment"\textsuperscript{72} form developed by the School of Education and after discussing any concerns as a faculty about any teacher candidate.

The next phase of courses in this assessment process is called Academic Support Area Courses. In the EDU 300: Human Growth and Learning course, teacher candidates take the principles learned in PSYC 111: General Psychology and expand them into an application of those principles in the teaching/learning setting in the classroom. The EDU 312: Effective Pedagogy course addresses the specific teacher pedagogy skills needed by effective teachers, including lesson planning and lesson delivery. The EDU 385: Education Assessment in the Classroom course targets assessment for individual students. The EDU 305: Computer Technology Assisted Instruction course focuses on creating lessons with appropriate technology that engage the K-6 students in the learning process. All other Academic Support Area courses are methods courses for specific content areas: Art (ART 336), Science (ELED 360), Music (ELED 378), Social Studies (ELED 380), Health (HLTH 361), and Physical Education (EXS 375). These methods courses emphasize an understanding of the content area, but their primary focus is on delivery of that content in the elementary/special education classroom. The most current, research-based pedagogy is the goal of each of these courses.

Students must successfully complete all courses in this area with a C- or higher grade, maintain a cumulative grade point average of 2.0 or higher and meet all professional dispositions in order to continue in the program.

The final phase of course work is called Professional Year Courses. Courses in this phase of the program include the remaining content area methods courses: Language Arts (ELED 320), Reading (ELED 321), and Mathematics (ELED 351). While the emphasis is on pedagogy in these core content areas, content is integral to each course to ensure the most current curriculum standards are taught.

As stated before, teacher candidates must successfully complete all courses in this area with a C- or higher grade, maintain a cumulative grade point average of 2.0 or higher and meet all professional dispositions in order to continue in the program.

B. **Assessment #4: Professional Year Observation & Participation Final Evaluation.** During the teacher candidate's semester of O&P, every evaluated lesson taught uses the School of Education's "O&P Observation Form."\textsuperscript{73} Items on the observation form are aligned with the corresponding performance standard(s) in the following table. Parenthetical items (left column) reference where that item appears

\textsuperscript{72} See Attachment 4.2
\textsuperscript{73} See Attachment 4.1
on the lesson observation form. The applicable performance standards and corresponding indicators appear in the right column.

<table>
<thead>
<tr>
<th>Lesson Observation Form</th>
<th>Performance Standard V.4: Connects knowledge of content area(s) to students' prior experiences, . . .</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Connects concepts to prior knowledge and experiences (B4)</td>
<td>(a) uses a variety of explanations and multiple representations of concepts, including analogies, metaphors, experiments, demonstrations, and illustrations that help students develop conceptual understanding</td>
</tr>
<tr>
<td>• Uses examples/demonstrations which are relevant and developmentally and contextually appropriate (B5)</td>
<td></td>
</tr>
<tr>
<td>• Teaches to different learning styles as noted in lesson plan (B13)</td>
<td>(b) generates multiple paths to knowledge and encourages students to see, question, and interpret concepts from a variety of perspectives</td>
</tr>
<tr>
<td>• Modifications made for learning needs of individual students are noted in lesson plan (B14)</td>
<td></td>
</tr>
<tr>
<td>• Poses a range of appropriate questions, low to high, in the cognitive, affective, reflective domain (D3)</td>
<td></td>
</tr>
</tbody>
</table>

The formative data collected from the observations is used to complete the "Observation and Participation Evaluation Form." Teacher candidates must receive a “Pass” rating by their Cooperating Teacher and the university faculty in this Standard, as well as the other standards, and meet the standard for all professional dispositions in order to advance to student teaching.

It should be noted that under our philosophy of pass/not pass, or stated another way, meets the standard/does not meet the standard, teacher candidates understand that they must be able to demonstrate all required competencies as measured on the assessment instruments in O&P and Student Teaching in order to continue in the program and eventually become a program completer. Following legal counsel, several years ago it was decided to shade the “1” rating on the lesson observation forms. The legal counsel was to make sure teacher candidates clearly understood that a “1” rating was unacceptable and had serious consequences. So, in addition to the shading, the wording for the “1” rating that appears on the bottom of the observation forms reads: “Does not meet Standard.”

74 See Attachment 2.4
75 See Attachments 4.1 and 4.3
This does not mean to imply that teacher candidates do not get any "1's" during O&P or Student Teaching. They do. However, they understand that they must work towards removing those "1's" as they continue in the program. They understand that the consequence is serious --- not being a program completer.

C. Assesment #5: Professional Year Student Teaching Final Evaluation.

During Student Teaching, the "Student Teaching Observation Form"76 is used. The only difference in it and the observation form used in O&P is the addition of a rating of "3" on the form. The "3" is coded as "Distinguished" and is intended to be used in cases where the teacher candidate has truly "distinguished" himself/herself in performing that teaching behavior/practice as a seasoned classroom teacher. Otherwise, the "2" rating is used to assess the teacher candidate as having "met" the standard, while the "1" rating is used to identify performance that "does not meet the standard."

The formative data collected from these observations is used to complete Section V: Demonstrates Knowledge of Content on the "Year End Student Teaching Evaluation Form."77 Teacher candidates must receive a "Has met standard" rating by their Cooperating Teacher and the university faculty in this Standard.

D. Assessment #6: Performance Outcomes Portfolio. Although teacher candidates are introduced to the fact early in their program that they will conclude Student Teaching with a Performance Outcomes Portfolio, serious attention is given to it in the O&P and Student Teaching semesters. By the end of Student Teaching, teacher candidates submit their portfolio for evaluation by the faculty. Teacher candidates have received a copy of the form78 used to evaluate their portfolios to use as a guide in compiling their evidences under each of the ten performance and licensing standards. By becoming familiar with the suggested evidences on the form, teacher candidates also have the opportunity to internalize how each of the suggested evidences might be used to demonstrate successful performance for each of the ten standards.

For example, for Section V: Demonstrates Knowledge of Content, the following suggested evidences for demonstrating this standard include: lesson plans, computer searches, student work, lesson observation comments by evaluators, photographs, list of coursework, meeting/conference handouts, personal statement(s), and any other item(s) the teacher candidate might consider appropriate.

Samples of teacher candidate portfolios have been collected and retained for review. We believe these samples will clearly show that our teacher candidates have

76 See Attachment 4.3
77 See Attachment 2.5
78 See Attachment 2.7

72
sufficient knowledge and skills in understanding the standards and providing appropriate evidences to demonstrate not only their understanding, but the success of implementing that knowledge and skills in their classroom with the students they have stewardship over.

Teacher candidates must receive a “Met Standard” on each of the ten standards for the portfolio. If any area is deemed below standard, the teacher candidate must continue working on the portfolio until the university faculty consider it at an acceptable standard for someone desiring to be a program completer.

E. Assessment #8: Praxis II and PLT, K-6. One of the requirements to be a program completer includes having passed the Praxis II tests and the PLT, K-6. These scores must be on file with the School of Education and the pass score used is that set by the state licensing agency, the Hawaii Teacher Standards Board.

The Educational Testing Service, publisher of the Praxis Series of tests gives the following explanation for each of the tests assessed in this category:

Special Education Core Principles: Content Knowledge (0353):\(^79\)
- the test is designed to measure the candidates understanding of exceptionailities and delivery of services to students with disabilities
- the candidates understanding of causation and the prevention of disabilities is measured
- questions require the candidate to understand the nature of behaviors, including frequency, duration, intensity and degrees of severity

Principles of Learning and Teaching: Grades K-6 (0522):\(^80\)
- test is designed to assess a beginning teacher’s knowledge of a variety of job-related criteria
- questions may require the examinee to do any of the following: demonstrate understanding of the importance of an aspect of teaching, demonstrate understanding of the principles of learning and teaching underlying an aspect of teaching, or recognize when and how to apply the principles of learning and teaching underlying an aspect of teaching

VI. Designs and Provides Meaningful Learning Experiences. The effective teacher

\(^79\)Educational Testing Service (ets.org). The Praxis Series TM Tests at a Glance. About This Test in “Special Education Core Principles: Content Knowledge (0353).”

\(^80\)Educational Testing Service (ets.org). The Praxis Series TM Tests at a Glance. About This Test in “Principles of Learning and Teaching: Grades K-6 (0522).”
A. **Assessment #5: Pre-Professional Year Field Experiences.** Prior to the Professional Year field experiences in O&P and Student Teaching, teacher candidates have had a number of opportunities to experience the public school classroom. Beginning with EDU 212: Foundations of Education, teacher candidates are assigned to tutor one or more children for a total of ten to twenty hours, depending on their available schedules. In EDU 312: Effective Pedagogy, ELED 360: Science Methods, and EXS 375: Physical Education for Elementary Teachers, teacher candidates prepare and deliver lessons to students in local elementary schools. Teacher candidates spend approximately ten hours per course completing the field experience component of those courses.

B. **Assessment #7: Professional Year Observation & Practicum Field Experience.** During the teacher candidate’s semester of O&P, every evaluated lesson taught uses the School of Education’s “O&P Observation Form.” Items on the observation form are aligned with the corresponding performance standard(s) in the following table. Parenthetical items (left column) reference where that item appears on the lesson observation form. The applicable performance standard and corresponding indicators appear in the right column.

<table>
<thead>
<tr>
<th>Lesson Observation Form</th>
<th>Performance Standard VI: Designs and Provides Meaningful Learning Experiences</th>
</tr>
</thead>
<tbody>
<tr>
<td>• uses examples/demonstrations which are relevant and</td>
<td>(2) Provides learning experiences and instructional materials that are</td>
</tr>
<tr>
<td>developmentally and contextually appropriate (B5)</td>
<td>developmentally appropriate and based on desired student outcomes, principles</td>
</tr>
<tr>
<td></td>
<td>of effective instruction and curricular goals</td>
</tr>
<tr>
<td>• assessment demonstrates objectives were met (B16)</td>
<td>(3) Incorporates a variety of appropriate assessment strategies as an integral</td>
</tr>
<tr>
<td></td>
<td>part of instructional planning</td>
</tr>
<tr>
<td>• connects concepts to prior knowledge and experiences (B4)</td>
<td>(4) Links concepts and key ideas to students’ prior experiences and</td>
</tr>
<tr>
<td></td>
<td>understandings, using multiple representations, examples and</td>
</tr>
<tr>
<td></td>
<td>explanations</td>
</tr>
<tr>
<td>• presents instruction clearly and understandably to</td>
<td>(5) Applies concepts that help students relate learning to everyday life</td>
</tr>
<tr>
<td>students (B6)</td>
<td></td>
</tr>
<tr>
<td>• poses a range of appropriate</td>
<td>(6) Provides integrated or interdisciplinary</td>
</tr>
</tbody>
</table>

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81 See Attachment 4.1
questions, low to high, in the cognitive, affective, reflective domain (D3) | learning experiences that engage students in generating knowledge, using varied methods of inquiry, discussing diverse issues, dealing with ambiguity and incorporating differing viewpoints
---|---
- lesson plan is complete, clearly written, and follows Hawaii content standards with clear measurable outcomes (B1) | (7) Teaches for mastery of complex processes, concepts and principles contained in Hawaii’s student content and performance standards
- varies the pace of the lesson to suit activity and pupil responses (B7) |  
- assignments are clear and developmentally appropriate (B10) | (8) Provides knowledge and experiences that help students make life and career decisions

C. **Assessment #8: Professional Year Student Teaching Experience.**

During Student Teaching, the “Student Teaching Observation Form”[^43] is used. The only difference in it and the observation form used in O&P is the addition of a rating of “3” on the form. The “3” is coded as “Distinguished” and is intended to be used in cases where the teacher candidate has truly “distinguished” himself/herself in performing that teaching behavior/practice as a seasoned classroom teacher. Otherwise, the “2” rating is used to assess the teacher candidate as having “met” the standard, while the “1” rating is used to identify performance that “does not meet the standard.”

The formative data collected from these observations is used to complete Section VI: Designs and Provides Meaningful Learning Experiences on the “Year End Student Teaching Evaluation Form.”[^25] Teacher candidates must receive a “Has met standard” rating by their Cooperating Teacher and the university faculty in this Standard.

D. **Assessment #9: Performance Outcomes Portfolio.** Although teacher candidates are introduced to the fact early in their program that they will conclude Student Teaching with a Performance Outcomes Portfolio, serious attention is given to it in the O&P and Student Teaching semesters. By the end of Student Teaching, teacher candidates submit their portfolio for evaluation by the faculty. Teacher candidates have received a copy of the form used to evaluate their portfolios to use as a guide in compiling their evidences under each of the ten performance and licensing standards. By becoming familiar with the suggested evidences on the form, teacher candidates also have the opportunity to internalize how each of the

[^43]: See Attachment 4.3
[^25]: See Attachment 2.5
suggested evidences might be used to demonstrate successful performance for each of the ten standards.

For example, for Standard VI: Designs and Provides Meaningful Learning Experiences, the following suggested evidences for demonstrating this standard include: lesson plans, graphic organizers, outcomes of projects (samples), lesson observation comments by evaluators, photographs, pre-test/post-test data, examples of rubrics and graded student work, personal statement(s), and any other item(s) the teacher candidate might consider appropriate. Samples of teacher candidate portfolios have been collected and retained for review. We believe these samples will clearly show that our teacher candidates have sufficient knowledge and skills in understanding the standards and providing appropriate evidences to demonstrate not only their understanding, but the success of implementing that knowledge and skills in their classroom with the students they have stewardship over.

VII. Uses Active Student Learning Strategies. The effective teacher candidate consistently uses a variety of active learning strategies to develop students' thinking, problem-solving and learning skills.

A. Assessment #5: Pre-Professional Year Field Experiences. Prior to the Professional Year field experiences in O&P and Student Teaching, teacher candidates have had a number of opportunities to experience the public school classroom and begin "practicing" the teaching strategies they are taught. Beginning with EDU 212: Foundations of Education, teacher candidates are assigned to tutor one or more children for a total of ten to twenty hours, depending on their available schedules. In EDU 312: Effective Pedagogy, ELED 360: Science Methods, and EXS 375: Physical Education for Elementary Teachers, teacher candidates prepare and deliver lessons to students in local elementary schools. Teacher candidates spend approximately ten hours per course completing the field experience component of those courses.

B. Assessment #7: Professional Year Observation & Practicum Field Experience. During the teacher candidate's semester of O&P, every evaluated lesson taught uses the School of Education's "Observation Form."\(^{84}\) Items on the observation form are aligned with the corresponding performance standard in the following table. Parenthetical items (left column) reference where that item appears on the lesson observation form. The applicable performance standard and corresponding indicators appear in the right column.

<table>
<thead>
<tr>
<th>Lesson Observation Form</th>
<th>Performance Standard VII:</th>
</tr>
</thead>
</table>

\(^{84}\) See Attachment 4.1
C. **Assessment #8: Professional Year Student Teaching Experience.**

During the teacher candidate’s semester of Student Teaching, like O&P, every evaluated lesson taught uses the School of Education’s “Observation Form.”\(^{85}\) The only difference in it and the observation form used in O&P is the addition of a rating of “3” on the form. The “3” is coded as “Distinguished” and is intended to be used in cases where the teacher candidate has truly “distinguished” himself/herself in performing that teaching behavior/practice as a seasoned classroom teacher. Otherwise, the “2” rating is used to assess the teacher candidate as having “met” the standard, while the “1” rating is used to identify performance that “does not meet the standard.”

The formative data collected from these observations is used to complete Section VII: Uses Active Student Learning Strategies on the “Year End Student Teaching Evaluation Form.”\(^{86}\) Teacher candidates must receive a “Has met standard” rating by their Cooperating Teacher and the university faculty in this Standard.

D. **Assessment #9: Performance Outcomes Portfolio.** Although teacher candidates are introduced to the fact early in their program that they will conclude Student Teaching with a Performance Outcomes Portfolio, serious attention is given to it in the O&P and Student Teaching semesters. By the end of Student Teaching, teacher candidates submit their portfolio for evaluation by the faculty. Teacher candidates have received a copy of the form used to evaluate their portfolios to use as a guide in compiling their evidences under each of the ten performance and licensing standards. By becoming familiar with the suggested evidences on the form, teacher candidates also have the opportunity to internalize how each of the suggested evidences might be used to demonstrate successful performance for each

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\(^{85}\) See Attachment 4.3  
\(^{86}\) See Attachment 2.5
of the ten standards.

For example, for Standard VII: Uses Active Student Learning Strategies, the following suggested evidences for demonstrating this standard include: lesson plans, photographs, student work, lesson observation comments by evaluators, student projects (plans and examples), personal statement(s), and any other item(s) the teacher candidate might consider appropriate. Samples of teacher candidate portfolios have been collected and retained for review. We believe these samples will clearly show that our teacher candidates have sufficient knowledge and skills in understanding the standards and providing appropriate evidences to demonstrate not only their understanding, but the success of implementing that knowledge and skills in their classroom with the students they have stewardship over.

VIII. Uses Assessment Strategies. The effective teacher candidate consistently applies appropriate assessment strategies to evaluate and ensure the continuous intellectual, social, physical and emotional development of the learner.

A. Assessment #5: Pre-Professional Year Field Experiences. Prior to the Professional Year field experiences in O&P and Student Teaching, teacher candidates have had a number of opportunities to experience the public school classroom and begin “practicing” the teaching strategies they are taught. Beginning with EDU 212: Foundations of Education, teacher candidates are assigned to tutor one or more children for a total of ten to twenty hours, depending on their available schedules. In EDU 312: Effective Pedagogy, ELED 360: Science Methods, and EXS 375: Physical Education for Elementary Teachers, teacher candidates prepare and deliver lessons to students in local elementary schools. Teacher candidates spend approximately ten hours per course completing the field experience component of those courses.

B. Assessment #7: Professional Year Observation & Practicum Field Experience. During the teacher candidate’s semester of O&P, every evaluated lesson taught uses the School of Education’s “Lesson Observation Form.” Items on the observation form are aligned with the corresponding performance standard in the following table. Parenthetical items (left column) reference where that item appears on the lesson observation form. The applicable performance standard and corresponding indicators appear in the right column.

<table>
<thead>
<tr>
<th>Lesson Observation Form</th>
<th>Performance Standard VIII: Uses Assessment Strategies</th>
</tr>
</thead>
</table>

87 See Attachment 4.1
Assessment #8: Professional Year Student Teaching Experience.

During the teacher candidate’s semester of Student Teaching, like O&P, every evaluated lesson taught uses the School of Education’s “Observation Form.” The only difference in it and the observation form used in O&P is the addition of a rating of “3” on the form. The “3” is coded as “Distinguished” and is intended to be used in cases where the teacher candidate has truly “distinguished” himself/herself in performing that teaching behavior/practice as a seasoned classroom teacher. Otherwise, the “2” rating is used to assess the teacher candidate as having “met” the standard, while the “1” rating is used to identify performance that “does not meet the standard.”

The formative data collected from these observations is used to complete Section VIII: Uses Assessment Strategies on the “Year End Student Teaching Evaluation Form.” Teacher candidates must receive a “Has met standard” rating by their Cooperating Teacher and the university faculty in this Standard.

Assessment #9: Performance Outcomes Portfolio.

Although teacher candidates are introduced to the fact early in their program that they will conclude Student Teaching with a Performance Outcomes Portfolio, serious attention is given to it in the O&P and Student Teaching semesters. By the end of Student Teaching, teacher candidates submit their portfolio for evaluation by the faculty. Teacher candidates have received a copy of the form used to evaluate their portfolios to use as a guide in compiling their evidences under each of the ten performance and licensing standards. By becoming familiar with the suggested evidences on the form, teacher candidates also have the opportunity to internalize how each of the

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<table>
<thead>
<tr>
<th>Objective</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>(5)</td>
<td>Obtains and uses information about students’ experiences, strengths, needs and progress from parents, colleagues and students themselves</td>
</tr>
<tr>
<td>(6)</td>
<td>Uses assessment data to monitor and evaluate students’ progress toward achieving Hawaii’s student content and performance standards</td>
</tr>
<tr>
<td>(7)</td>
<td>Maintains appropriate and accurate records of student achievement and communicates students’ progress to students, parents and colleagues as needed</td>
</tr>
</tbody>
</table>

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88 See Attachment 4.3
89 See Attachment 2.5
suggested evidences might be used to demonstrate successful performance for each of the ten standards.

For example, for Standard VIII: Uses Assessment Strategies, the following suggested evidences for demonstrating this standard include: lesson plans, student portfolios, gradebook, pre-test/post-test data, lesson observation comments by evaluators, notes/letters to parents, student work with rubrics and written evaluations, student journals, personal statement(s), and any other item(s) the teacher candidate might consider appropriate. Samples of teacher candidate portfolios have been collected and retained for review. We believe these samples will clearly show that our teacher candidates have sufficient knowledge and skills in understanding the standards and providing appropriate evidences to demonstrate not only their understanding, but the success of implementing that knowledge and skills in their classroom with the students they have stewardship over.

IX. Demonstrates Professionalism. The effective teacher candidate continually evaluates the effects of his or her choices and actions and actively seeks opportunities to grow professionally.

A. Assessment #2: Admissions Interview. Students desiring to major in special education must be formally admitted into the School of Education. The Admissions Interview actually contains quite a few pieces of information in order to assess the student's suitability for being admitted into a teacher education program. One, students must complete a "Declaration of Fitness" statement. This statement speaks to the "professionalism" of a teacher since it deals with areas of offense that would make it inappropriate for an individual to be in a special education classroom.

Another item requires the intended major to view and pass the test on bloodborne pathogens, an area of concern in the public schools. Students view a video made by the Hawaii Department of Education and then take a short test. Personnel in the School of Education check the test and if the student misses more than one on the test, they must correct their response(s). Otherwise, they are considered to have passed the test.

Students are required to have passing scores on the PPST Reading, Writing and Mathematics tests, a cumulative grade point average of 2.0 or higher, an academic map with intended graduation date on file with the Academic Advisor, and an accounting of the number of hours that will be completed by the time the student completes the program. These items are verified on a form in the packet by the Academic Advisor.
The admissions process also requires two letters of recommendation from persons outside the School of Education. The forms provide a checklist of items including oral and written communication skills, judgment, initiative, collaborative skills, and scholastic aptitude. The form also allows the writer to speak to the likelihood of the applicant to be a successful classroom teacher.

The completed packet also includes three questions the applicant must respond to in their own handwriting. There is also one open-ended form for the applicant to add anything they’d like to share with the faculty.

When the admissions packet is complete, the interview is scheduled. After reviewing the admissions packet information, faculty conducting the interview ask several questions of the applicant. Some of the questions are printed on the instructions sheet for the admissions packet so the applicant has a chance to prepare their responses ahead of time. In addition, the faculty interviewing ask a few questions in order to assess the applicant’s ability to respond to questions extemporaneously.

At the conclusion of the interview, the two interviewing faculty compare their individual evaluation rating sheets and make a determination as to the admissibility of the applicant. If there are any concerns by either or both of the interviewers, a second interview with different faculty is requested. All four faculty must concur in the decision regarding the applicant’s admissibility.

**B. Assessment #3: Program Checklist.** This “checklist” is an assessment of the progress teacher candidates make in completing the three phases of coursework in the program. In the first phase of courses, called Pre-Professional Area Courses, teacher candidates demonstrate in the EDU 212: Foundations of Education course, that they understand how children learn and develop and how to utilize that knowledge in providing learning opportunities to support students’ intellectual, social and personal development. This study includes the work of theorists such as Jean Piaget and Maria Montessori. The course also explains how students differ in their approaches to learning and how to create instructional activities that are adapted to diverse learners. Theorists such as Howard Gardner are considered, along with those advocates of behaviorism and constructivism. Competence in this area is measured through in-class activities as observed by the instructor, chapter tests and a ten to twenty hour field experience in a local elementary school where the teacher candidate tutors one or more students in a K-6 classroom. In addition, in the SPED 200: Education of Exceptional Students course, teacher education students are presented information related to individual students who are identified in any of the exceptional categories.

90 See Attachment 2.2
Students must successfully complete all courses in this area with a C- or higher grade, maintain a cumulative grade point average of 2.0 or higher and meet all professional dispositions in order to continue in the program. The "C-" grade has been designated by the university as an acceptable passing grade in an effort to minimize grade inflation. In the School of Education, in support of the university’s decision, we interpret the C- as an acceptable standard of performance. In theory, it would be equated to Charlotte Danielson’s rating of “basic” in the domain rubrics contained in her book A Framework for Teaching. Following that train of thought, the B grades would equate to Danielson’s rubric rating of “proficient” and A grades would equate to “distinguished.” If teacher candidates make below a C- in a major course, they have one opportunity to repeat the course and remain in the teacher education program.

In addition to the grade requirement, teacher candidates must also receive a “met” in each of the eleven professional dispositions adopted by the School of Education. This is determined by the “Professional Dispositions Assessment” form developed by the School of Education and after discussing any concerns as a faculty about any teacher candidate.

The next phase of courses in this assessment process is called Academic Support Area Courses. In the EDU 300: Human Growth and Learning course, teacher candidates take the principles learned in PSYC 111: General Psychology and expand them into an application of those principles in the teaching/learning setting in the classroom. The EDU 312: Effective Pedagogy course addresses the specific teacher pedagogy skills needed by effective teachers, including lesson planning and lesson delivery. The EDU 385: Education Assessment in the Classroom course targets assessment for individual students. The EDU 305: Computer Technology Assisted Instruction course focuses on creating lessons with appropriate technology that engage the K-6 students in the learning process. All other Academic Support Area courses are methods courses for specific content areas: Art (ART 336), Science (ELED 360), Music (ELED 378), Social Studies (ELED 380), Health (HLTH 361), and Physical Education (EXS 375). These methods courses emphasize an understanding of the content area, but their primary focus is on delivery of that content in the elementary/special education classroom. The most current, research-based pedagogy is the goal of each of these courses.

Students must successfully complete all courses in this area with a C- or higher grade, maintain a cumulative grade point average of 2.0 or higher and meet all professional dispositions in order to continue in the program.

91 See Attachment 4.2
The final phase of course work is called Professional Year Courses. Courses in this phase of the program include the remaining content area methods courses: Language Arts (ELED 320), Reading (ELED 321), and Mathematics (ELED 351). While the emphasis is on pedagogy in these core content areas, content is integral to each course to ensure the most current curriculum standards are taught.

As stated before, teacher candidates must successfully complete all courses in this area with a C- or higher grade, maintain a cumulative grade point average of 2.0 or higher and meet all professional dispositions in order to continue in the program.

C. Assessment #4: Professional Year Observation & Practicum Field Experience. During the teacher candidate’s semester of O&P, every evaluated lesson taught uses the School of Education’s “Lesson Observation Form.”92 Items on the observation form are aligned with the corresponding performance standard in the following table. Parenthetical items (left column) reference where that item appears on the lesson observation form. The applicable performance standard and corresponding indicators appear in the right column.

<table>
<thead>
<tr>
<th>Lesson Observation Form</th>
<th>Performance Standard IX: Demonstrates Professionalism</th>
</tr>
</thead>
<tbody>
<tr>
<td>• demonstrates professional behavior (F3)</td>
<td>(4) Conducts self ethically in professional matters</td>
</tr>
<tr>
<td>• demonstrates professional behavior (F3)</td>
<td>(5) Models honesty, fairness and respect for individuals and for the laws of society</td>
</tr>
</tbody>
</table>

However, in addition to the Hawaii Teacher Standards Board’s standard on professionalism, the School of Education has adopted its list of professional dispositions93 to complement the Board’s standard. The following table aligns the School of Education dispositions with HTSB’s performance standard on professionalism and its corresponding indicators.

<table>
<thead>
<tr>
<th>Professional Dispositions</th>
<th>Performance Standard IX: Demonstrates Professionalism</th>
</tr>
</thead>
<tbody>
<tr>
<td>• being a reflective learner</td>
<td>(1) Engages in relevant opportunities to grow professionally, e.g., taking university/college or in-service coursework, actively participating in a professional organization, serving on a cadre, council, or committee or serving as a cooperating teacher, mentor or advisee</td>
</tr>
<tr>
<td>• flexibility</td>
<td>(2) Reflects on practices and monitors own teaching activities and</td>
</tr>
</tbody>
</table>

92 See Attachment 4.1
93 See Attachment 4.2
<table>
<thead>
<tr>
<th>Standards</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>• respect for authority</td>
<td>(3) Provides and accepts evaluative feedback in a professional manner</td>
</tr>
<tr>
<td>• personal integrity</td>
<td>(5) Models honesty, fairness and respect for individuals and for the laws of society</td>
</tr>
<tr>
<td>• responsibility, attendance, punctuality</td>
<td>(6) Demonstrates good work habits including reliability, punctuality and follow through on commitments</td>
</tr>
<tr>
<td>• learning community</td>
<td>(8) Practices effective listening, conflict resolution and group-facilitation skills as a team member</td>
</tr>
<tr>
<td>• initiative</td>
<td>(9) Works collaboratively with other professionals</td>
</tr>
<tr>
<td>• commitment &amp; loyalty</td>
<td>(10) Participates actively and responsibly in school activities</td>
</tr>
</tbody>
</table>

Teacher candidates must receive a “Met Standard” rating by their Cooperating Teacher and the university faculty in all ten of the standards and meet all professional dispositions in order to continue in the program.

D. **Assessment #5: Professional Year Student Teaching Experience.**
During the teacher candidate’s semester of Student Teaching, like O&P, every evaluated lesson taught uses the School of Education’s “Observation Form.” The only difference in it and the observation form used in O&P is the addition of a rating of “3” on the form. The “3” is coded as “Distinguished” and is intended to be used in cases where the teacher candidate has truly “distinguished” himself/herself in performing that teaching behavior/practice as a seasoned classroom teacher. Otherwise, the “2” rating is used to assess the teacher candidate as having “met” the standard, while the “1” rating is used to identify performance that “does not meet the standard.”

The formative data collected from these observations is used to complete Section IX: Demonstrates Professionalism on the “Year End Student Teaching Evaluation Form.” Teacher candidates must receive a “Has met standard” rating by their Cooperating Teacher and the university faculty in this Standard.

E. **Assessment #9: Performance Outcomes Portfolio.** Although teacher candidates are introduced to the fact early in their program that they will conclude Student Teaching with a Performance Outcomes Portfolio, serious attention is given to it in the O&P and Student Teaching semesters. By the end of Student Teaching,

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94 See Attachment 4.3  
95 See Attachment 2.5
teacher candidates submit their portfolio for evaluation by the faculty. Teacher candidates have received a copy of the form used to evaluate their portfolios to use as a guide in compiling their evidences under each of the ten performance and licensing standards. By becoming familiar with the suggested evidences on the form, teacher candidates also have the opportunity to internalize how each of the suggested evidences might be used to demonstrate successful performance for each of the ten standards.

For example, for Standard IX: Demonstrates Professionalism, the following suggested evidences for demonstrating this standard include: meeting/conference handouts, list of professional books and journals read, examples of team projects, list of school activities participated in, formal evaluations demonstrating implementation of feedback, lesson observation comments by evaluators, journal entries, curriculum alignment, grade level planning, professional memberships, certificates, attendance card, honor code agreement, personal statement(s), and any other item(s) the teacher candidate might consider appropriate. Samples of teacher candidate portfolios have been collected and retained for review. We believe these samples will clearly show that our teacher candidates have sufficient knowledge and skills in understanding the standards and providing appropriate evidences to demonstrate not only their understanding, but the success of implementing that knowledge and skills in their classroom with the students they have stewardship over.

Teacher candidates must receive a “Met Standard” on each of the ten standards for the portfolio. If any area is deemed below standard, the teacher candidate must continue working on the portfolio until the university faculty consider it at an acceptable standard for someone desiring to be a program completer.

X. Fosters Parent and School Community Relationships. The effective teacher candidate establishes and maintains strong working relationships with parents and members of the school community to support student learning.

A. Assessment #4: Professional Year Observation & Participation Final Evaluation. Unlike the other standards, Standard X has no specific observable behavior on the current School of Education’s “Lesson Observation Form.” When lessons are observed that include community resources, the observer makes note of that in their comments. As for the “relationships” portion of this standard, evidences are collected by the teacher candidate and included in their performance portfolio. The Cooperating Teacher, who is in the position of knowing the day to day interactions with those in the school community and the parents, has the opportunity

\[96\] See Attachment 4.1
to assess the teacher candidate on the O&P mid-term and final evaluation form by marking “not pass” or “pass” in the following items pertaining to this standard:

1. utilizes school/community resources to enhance student learning
2. collaborates with parents and school personnel to support the learning needs of students

B. Assessment #5: Professional Year Student Teaching Final Evaluation. Unlike the other standards, Standard X has no specific observable behavior on the current School of Education’s “Observation Form.”

When lessons are observed that include community resources, the observer makes note of that in their comments. As for the “relationships” portion of this standard, evidences are collected by the teacher candidate and included in their performance portfolio. The Cooperating Teacher, who is in the position of knowing the day to day interactions with those in the school community and the parents, has the opportunity to assess the teacher candidate on the Student Teaching mid-term and final evaluation form by marking “not pass” or “pass” for the standard as measured by the following items:

1. utilizes school/community resources to enhance student learning
2. collaborates with parents and school personnel to support the learning needs of students
3. supports school related activities and programs that encourage parents to actively participate
4. establishes open and active lines of communication with parents
5. utilizes school/community resources to enhance student learning

C. Assessment #6: Performance Outcomes Portfolio. Although teacher candidates are introduced to the fact early in their program that they will conclude Student Teaching with a Performance Outcomes Portfolio, serious attention is given to it in the O&P and Student Teaching semesters. By the end of Student Teaching, teacher candidates submit their portfolio for evaluation by the faculty. Teacher candidates have received a copy of the form used to evaluate their portfolios to use as a guide in compiling their evidences under each of the ten performance and licensing standards. By becoming familiar with the suggested evidences on the form, teacher candidates also have the opportunity to internalize how each of the suggested evidences might be used to demonstrate successful performance for each of the ten standards.

For example, for Standard X: Fosters Parent and School Community Relationships, the following suggested evidences for demonstrating this standard include: record of IEP participation, notes/letters written to parents, notes/letters

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received from parents, lesson observation comments by evaluators, newsletters, use of community resources, photographs, personal statement(s), and any other item(s) the teacher candidate might consider appropriate. Samples of teacher candidate portfolios have been collected and retained for review. We believe these samples will clearly show that our teacher candidates have sufficient knowledge and skills in understanding the standards and providing appropriate evidences to demonstrate not only their understanding, but the success of implementing that knowledge and skills in their classroom with the students they have stewardship over.
Directions: The objectives of the practicum are closely related to those of the student teaching. Practicum students begin developing skills, knowledge, and attitudes that will be expanded, added to, and refined in student teaching. Therefore, the objectives and evaluation criteria for practicum are based upon the more extensive objectives of student teaching.

Within the limited time available, it is intended that the BYU-Hawaii student will develop the following traits:

I. Focuses on the Learner
   1. Relates instruction to students' interests, experiences and/or real-life situations.
   2. Uses appropriate activities to promote students' successes.
   3. Takes time to listen and respond to students' concerns and interests.
   4. Nurtures students' desire to learn and achieve.
   5. Uses a variety of strategies or activities which recognize the idea of multiple intelligences and learning styles.

Comments:

II. Safe and Positive Learning Environment
   1. Models a caring attitude and promotes mutual respect among students.
   2. Classroom environment is conducive for learning.
   3. Uses appropriate behavior management practices.
   4. Promotes developmentally appropriate learning experiences that enable student success.

Comments:

III. Adapts to Learner Diversity
   1. Adapts instruction to provide for learners' differences in development, multiple intelligence and achievement levels.
   2. Adapts instruction to include learners with special, cultural and linguistic needs, as applicable.
   3. Develops rapport with all students.
   4. Fosters respect and empathy among diverse learners.

Comments:

(NP) Not Passed    (P) Passed
### IV. Fosters Communication in the Learning Environment

1. Writes and spells in clear standard English. **P**
2. Communicates openly with all students and others working in the learning environment. **P**
3. Uses vocabulary that is appropriate for students’ ages and interests. **P**
4. Engages students in different modes of communication. **P**
5. Lesson is engaging and encourages student participation. **P**

Comments:

### V. Demonstrates Knowledge of Content

1. Demonstrates knowledge of major concepts and methods in content areas. **P**
2. Connects knowledge of content areas to students’ prior experiences, personal interests and real-life situations. **P**
3. Utilizes school’s current technologies to facilitate learning in the content areas. **P**

Comments:

### VI. Designs and Provides Meaningful Learning Experiences

1. Instructional plan is compatible with the school and system-wide curricular goals. **P**
2. Lesson plan is complete, written and used to guide instruction. **P**
3. Incorporates a variety of appropriate assessment strategies. **P**
4. Lesson plans clearly state connections to the Hawaii Content and Performance Standards. **P**
5. Applies concepts that help students relate learning to everyday life. **P**
6. Lesson is engaging and encourages student participation. **P**

Comments:

### VII. Uses Active Student Learning Strategies

1. Helps students to question, problem-solve and access resources. **P**
2. Engages students in active, hands-on, creative, open-ended and problem-based learning experiences. **P**
3. Provides opportunities for students to apply and practice what is learned. **P**
4. Uses school’s current technologies as tools for teaching and learning. **P**

Comments:

(NP) Not Passed  (P) Passed
VIII. Uses Assessment Strategies

1. Uses a variety of appropriate assessment strategies.  
2. Obtains and uses information about students’ experiences, strengths and needs.  
3. Engages students in self-assessment activities.  
4. Helps keep accurate and updated student records.  

Comments:

IX. Demonstrates Professionalism

1. Displays appropriate appearance and evidence of good health practices.  
2. Uses initiative in becoming involved in classroom activities.  
3. Accepts evaluative feedback professionally and adjusts performance accordingly.  
4. Demonstrates good work habits including reliability, punctuality, etc.  
5. Displays an appropriate sense of humor.  
6. Works collaboratively with other professionals.  
7. Student is dressed to a professional standard.  

Comments:

X. Fosters Parent and School Community Relationships

1. Utilizes school/community resources to enhance student learning.  
2. Works with parents and school personnel to support the learning needs of students.  

Comments:

Evaluation Conference

Near the end of the practicum experience, the cooperating teacher should meet with the practicum student to discuss, in general terms at least, the strengths and weaknesses of his/her performance. The conference, as well as prior evaluation conferences, should be based upon the criteria presented in the evaluation form which will be completed by the cooperating teacher and returned to the teacher education program instructor at the end of the practicum.

Student Teacher (Print)   Cooperating Teacher (Print)  

Student Signature   Cooperating Teacher Signature   Date

White: BYU-HIC   Yellow: Cooperating Teacher   Pink: Student
Attachment 4.2
Professional Dispositions Assessment

Page 1 of 2

BRIGHAM YOUNG UNIVERSITY HAWAII
SCHOOL OF EDUCATION
PROFESSIONAL DISPOSITIONS* ASSESSMENT

Teacher/Supervisor ______________________  Date ______________________  BYUH ID ________________

Course ______________________  Semester:  □ Fall  □ Winter  □ Spring  □ Summer

**Personal Integrity:**

Candidate was honest and forthright in all dealings with students, teachers and school personnel. There was no evidence of lying, cheating, plagiarizing, or any other type of deception.

☐ Meets Expectation  ☐ Does not meet standard for the following reason(s):

**Respect for Authority:**

Candidate showed respect for the teacher/supervisor and others in authority with whom he/she interacts (e.g., courtesy, appropriate body language, recognition of experience/expertise of teacher/supervisor, acceptance of feedback, appropriate use of title). Candidate also showed respect for all he/she came in contact with by acknowledging the experience and expertise of teachers/supervisors and recognizing the opportunity to benefit from this additional experience and training.

☐ Meets Expectation  ☐ Does not meet standard for the following reason(s):

**Learning Community:**

Candidate contributed positively in class by demonstrating an openness for learning, paying attention, supporting the teacher and classmates (regardless of any differences such as racial/ethnic, religious or cultural), contributing positively to the learning of classmates in whole or group activities, avoiding conflicts, and refraining from disruptive activities (e.g., talking on phone, eating, reading newspaper, carrying on a conversation).

☐ Meets Expectation  ☐ Does not meet standard for the following reason(s):

**Responsibility:**

Candidate turned in assignments on time, and addressed all details and requirements adequately. In class, he/she had read assigned materials, often contributed meaningfully to class discussions, and carried a full share of the work in all cooperative activities. In class, candidate came fully prepared, having read assignments and completed all other activities assigned or suggested outside of class. Such preparation also allowed the candidate to make contributions in class.

☐ Meets Expectation  ☐ Does not meet standard for the following reason(s):

**Attendance:**

Candidate attended class and/or other program activities, following the School of Education policy.

☐ Meets Expectation  ☐ Does not meet standard for the following reason(s):

*All professional dispositions must be demonstrated in order to pass Standard IX: Professionalism as established by the Hawaii Teacher Standards Board.

Page 1 of 2  June 2004
Attachment 4.2 (cont’d)
Professional Dispositions Assessment
Page 2 of 2

<table>
<thead>
<tr>
<th>Punctuality:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Candidate was on time to class and other program activities or obligations and stayed through the entire class period or activity; remained involved and participated throughout the entire time.</td>
</tr>
<tr>
<td>□ Meets Expectation □ Does not meet standard for the following reason(s):</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Flexibility:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Candidate accepted and adjusted to changes that affected assignments or class activities, fulfilled assignments and completed work despite problems or obstacles that arose. Showed ingenuity and creativity when faced with problems or obstacles in fulfilling assignments.</td>
</tr>
<tr>
<td>□ Meets Expectation □ Does not meet standard for the following reason(s):</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Initiatives:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Candidate demonstrated a positive attitude toward class work and interaction with classmates, and worked on his/her own to solve problems, improve circumstances and complete tasks. He/She was observant of needs or opportunities for service and took action without being asked.</td>
</tr>
<tr>
<td>□ Meets Expectation □ Does not meet standard for the following reason(s):</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Commitment/Loyalty:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Candidate demonstrated commitment to the program/profession by consistently making choices to honor his/her commitment and the responsibilities associated with classes, etc. over other activities (e.g., family reunions, concerts, vacations).</td>
</tr>
<tr>
<td>□ Meets Expectation □ Does not meet standard for the following reason(s):</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Dress and Grooming:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Candidate meets the expectations of the Honor code and shows his/her commitment to professionalism by dressing in conservative clothing that clearly sets him/her apart from the students he/she teaches.</td>
</tr>
<tr>
<td>□ Meets Expectation □ Does not meet standard for the following reason(s):</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Being a Reflective Learner:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Candidate demonstrates the ability to reflect and improve performance by actively seeking ways to assess his/her abilities and deepen knowledge of classroom practice and student learning.</td>
</tr>
<tr>
<td>□ Meets Expectation □ Does not meet standard for the following reason(s):</td>
</tr>
</tbody>
</table>

The teacher education faculty □ recommend □ do not recommend this individual to continue in the teacher education program.

<table>
<thead>
<tr>
<th>Student Signature</th>
<th>Date</th>
<th>Faculty Signature</th>
</tr>
</thead>
</table>

Page 2 of 2
June 2004

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Attachment 4.3
Student Teaching Observation Form

Page 1 of 3

[Attachment image]

A. Management of Instructional Time

1. Has materials, supplies and equipment ready at the start of the lesson (VI)

2. Gets the class started quickly (I,II)

3. Maintains a high level of student time on task (I,II)

4. Manages allocated time effectively to ensure learning takes place (VII)

B. Instructional Presentation

1. Lesson plan is complete, clearly written, and follows Hawaii content standards with clear measurable outcomes (VI)

2. Matches lesson to maturity level of students and degree of difficulty is appropriate (I,IV)

3. Includes focus and/or review in instructional presentation (IV,VI)

4. Connects concepts to prior knowledge & experiences (I,IV,VI)

5. Uses examples/demonstrations which are relevant & developmentally & contextually appropriate (VI)

6. Presents instruction clearly and understandably to students (IV,V,VI)

7. Varies the pace of the lesson to suit activity and pupil responses (II,VI)

8. Instructional transitions are efficient and smooth (I,VI)

9. Lesson engages and encourages student participation (II,VIII)

10. Assignments are clear and developmentally appropriate (III,VI)

11. Uses lesson plan to guide instruction (I,III,IV,VI)

12. Adjusts the lesson plan during the lesson as needed (I,II)

13. Teaches to different learning styles as noted in lesson plan (III)

14. Modifications made for learning needs of individual students are noted in lesson plan

15. Lesson in concert with IEP objectives as needed and shown in the lesson plan (VIII)

16. Assessment demonstrates objectives were met (VI)

17. Includes appropriate closure in instructional presentation (VI)

1= Does not meet Standard  2= Meets Standard  3= Distinguished  NA= Not Applicable

White- Supervisor  Yellow- Cooperating Teacher  Pink- Student
### C. Communication Skills

1. Speaks fluently and precisely, using standard English (IV)  
2. Voice modulation and volume used appropriately (IV)  
3. Uses non-verbal communication (gestures, expressions, eye contact etc.) effectively (IV)  
4. Demonstrates congruence between verbal and non-verbal communication (IV)  
5. Uses spelling, penmanship and grammar which are accurate, neat, and clear (IV)  

### D. Instructional Monitoring of Student Performance

1. Circulates during class work to check students’ performance (I,IV)  
2. Uses strategies to include the reticent learner  
3. Poses a range of appropriate questions, low to high, in the cognitive, affective, reflective domain (IV,VI)  
4. Poses questions one at a time with adequate wait time provided (IV)  
5. Provides feedback on student responses to encourage growth (IV,VII)  

### E. Management of Student Behavior

1. Handles routine matters in a pattern that is consistently successful (I,VI,VII)  
2. Uses pro-active effective systems to consistently govern verbal participation (II,VI,VII)  
3. Has rules and procedures to consistently and effectively govern student classroom movement (II,VI,VII)  
4. Effectively manages behavior of all students during activities/transitions (II,VI,VII)  
5. Reinforces models of appropriate behavior  
6. Overall, uses management methods which are appropriate and effective (II)  

### F. Professional Dispositions

1. Demonstrates professionalism in manner of dress (BYUH standards) (IX)  
2. Demonstrates professionalism in manner of speech (BYUH standards) (IX)  
3. Demonstrates professional behavior (IX)  
4. Demonstrates an enjoyment of teaching and being with students  

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<table>
<thead>
<tr>
<th>Score</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Does not meet Standard</td>
</tr>
<tr>
<td>2</td>
<td>Meets Standard</td>
</tr>
<tr>
<td>3</td>
<td>Distinguished</td>
</tr>
<tr>
<td>NA</td>
<td>Not Applicable</td>
</tr>
</tbody>
</table>

White: Supervisor  
Yellow: Cooperating Teacher  
Pink: Student
V. Use of Assessment Results to Improve Candidate and Program Performance

The following table shows program changes based on each of the ten assessments for the special education program:

<table>
<thead>
<tr>
<th>Assessment #</th>
<th>Change(s) in Program since last SATE Review Based on Assessment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Praxis I Reading, Writing, Mathematics</td>
<td>The Praxis I Reading, Writing and Mathematics tests are required of all students entering a teacher education program in the School of Education. To assist students, the SOE makes available on a voluntary basis and for a small fee the Plato company’s computer-based tutorial for the PPST, Learning Plus. In addition, students are advised to utilize the web-based test study materials made available by the producer of the tests, Educational Testing Service (ETS). The Academic Advisor for the SOE also has available in her office copies of study guides on a week-long checkout basis.</td>
</tr>
<tr>
<td>2. Admissions Interview</td>
<td>Working together with the mindset of being teacher educators rather than segregated as elementary, secondary, or special education, all three programs have worked together to develop a common admissions packet and process. As a result, a set of common questions are asked all elementary, secondary and special education applicants. A common rating sheet is used by each interviewer to determine if the applicant has “Met” or “Not Met” the criteria for each area contained in the packet, including the interview. This has proven helpful in several ways, including the ability of faculty from different “programs” to assist in the process, as two faculty are required for conducting each interview and evaluating the admissions packet.</td>
</tr>
</tbody>
</table>
3. Program Checklist

**Pre-Professional Area Courses:** Two introductory courses each had field experience components attached to them. One was a 100-level course and the other a 200-level course. Feedback from faculty teaching those courses indicated there was too much redundancy between the two courses. They also felt the sheer logistics of scheduling students at the local schools was overwhelming and complicated for several reasons. One, only one elementary school is within walking distance of campus and most students do not have their own transportation. Two, having to provide transportation to the next closest school(s) was not always possible since motor pool vans were often booked far in advance, oftentimes not being available for the education courses' field experience needs. Third, available teachers at the local school(s), who were recommended by their principal and also willing to participate in the program, were limited. This almost always resulted in several students having to be assigned to one teacher in the school. The larger numbers often made teachers even less willing to be involved with the program. Therefore, all feedback considered, the decision was made to reduce the two courses to one course with a lab attached to it. Recently, again after much feedback from students and faculty teaching the course and lab, the decision was made to merge the lab with the course. This was done to give the faculty control over the students in the lab experience. Rather than two different faculty, one for the course and one for the lab, one faculty now is responsible for both the classroom portion of the course and the field experience. This is providing a "tighter" alignment between course and field experience.

In the spirit of thinking more like teacher educators rather than departments of elementary, special education or secondary education faculty, a School of Education review of all courses included a recommendation to consolidate the secondary and elementary/special education "Introduction to Education" courses. This consolidation of sections has allowed more flexibility with faculty schedules and created class sizes that are still small, yet, more in line with university reviews of campus productivity. Another benefit of this shift has been an overall acceptance by students of faculty in the School of Education as teacher educators, rather than having a program of two faculty. Now, instead of students completing their program in the School of Education having only had two or three of the faculty, students now complete their program...
having classes from almost every faculty in the School of Education. This shift has also allowed a more tightly knit relationship among faculty and a more supportive network as faculty are constantly reviewing the status and progress of programs based on assessment data.

*Academic Support Area Courses*: Several courses have been consolidated into single sections for all teacher education students, regardless of their major being elementary, secondary or special education. In addition to the “Introduction to Education” course cited previously, two courses in this assessment area have been affected by this change: EDU 312, Effective Pedagogy, and EDU 385, Classroom Assessment.

*Professional Year Courses*: Several courses have been consolidated into single sections for all teacher education students, regardless of their major being elementary, secondary or special education. In addition to the courses cited previously, one course in this assessment area has been affected by this change: EDU 330, Classroom Management. Also, based on student feedback and recommendation of the reading faculty in elementary, the two courses that taught Language Arts Methods and Reading Methods as separate courses have been re-configured as Emergent Readers and Fluent Readers. This change is being implemented for the 2006-2007 school year.

| 4. Professional Year Observation & Participation Final Evaluation | Per implementation of the performance and licensing standards by the Hawaii Teacher Standards Board, the School of Education aligned its evaluation forms to clearly show each of the standards and whether the teacher candidate had “Met” or “Not Met” each standard. These changes affected the Mid-Term and Final Evaluation Forms for both semesters of field experience in the Professional Year: Observation & Participation and Student Teaching. In addition, the individual lesson observation form was reviewed by faculty in order to determine where each item on the lesson observation form aligned with the HTSB Standards. |
| 5. Professional Year Student Teaching Final Evaluation | 
| 6. Performance Outcomes Portfolio | In keeping with the shift to demonstrate how the K-6 students’ learning had been impacted for good by the teacher candidate, the School of Education implemented a performance outcomes portfolio requirement for the program. The portfolio must clearly show evidences for each and every one of the ten HTSB |
In addition to the changes noted in the above table, all teacher candidates complete a School of Education “Exit Interview” prior to leaving the university. This form asks specific questions about various aspects of the teacher education preparation and allows students to make additional comments, suggestions, etc. about each of those areas. In addition, on the last page, the open response question allows teacher candidates to comment on anything not addressed in the previous questions.
Oftentimes, students will take the opportunity to make additional positive comments about their experiences. Others also take the opportunity to make suggestions on how to improve the experience.

Based on these suggestions over the years, some significant course changes have been made in the program:

- EDU 385, Assessment was actually created as a separate course based largely on students' feedback on these "Exit Interviews."
- EDU 330, Classroom Management was another course created as a separate course based largely on students' feedback.
- EDU 385, Assessment was increased in semester hour credits about a year ago as a result of a faculty recommendation and supported by students' feedback.
- EDU 360, Science Methods was increased in semester hour credits about a year ago as a result of a faculty recommendation and supported by students' feedback.

A very significant change in the School of Education since the last SATE Review has been the addition of nearly two dozen adjunct faculty to help supervise teacher candidates during the O&P and Student Teaching Field Experiences. In all cases, these adjunct faculty are licensed classroom teachers. In almost all cases, these adjunct faculty are retired teachers of the Hawaii Department of Education. The two exceptions are two university faculty spouses who are licensed teachers from the State of Utah. The School of Education has had the benefit of over five decades of classroom experience with the combined expertise of these adjunct faculty. Their service cannot be measured. They have been an absolute blessing to our program. They have provided invaluable feedback at our coordination meetings held at the start and end of each semester. Their feedback has led to changes in program procedures, policies, etc. almost at every coordinating meeting.

Our adjunct faculty also provide a public relations network between the university and the individual schools' teachers and principals. Because of the standing within the community these adjunct have, they know many of the Department of Education teachers and administrators. As a result of these "connections," our adjunct faculty have made it possible to recruit and retain many of the Cooperating Teachers we have and to even have placements in some of the schools we partner with.

In addition, the adjunct faculty are able to conference with the teacher candidates and make suggestions on how to improve and point out where there are strengths. Often, the teacher candidates seem to take more seriously the adjunct's suggestions than they do the university faculty's! But, to have the expertise of this "expanded faculty," if you will, is nothing but a plus for our teacher candidates.
Secondarily, this "expanded faculty" is certainly a value to the School of Education faculty in providing the extra "eyes" to mentor and supervise the teacher candidates. With a relatively small faculty, the extra help is sorely needed and very much appreciated! Needless to say, many of the "highlights" of our program are a direct result of the contributions our adjunct faculty have made.