The Education Department of Mount St. Mary’s University (“MSMU”) assesses the disposition of each candidate in its teaching program, in addition to assessing each candidate’s knowledge and skills. This approach is in keeping with a national trend in which candidates are expected to demonstrate an orientation to learning that supports student achievement.

Required Dispositions:

MSMU Education Candidates are required to exhibit the following dispositions:

1. Demonstrate classroom behaviors consistent with fairness and the belief that all students can learn.
2. Demonstrate respect for children, families, communities, colleagues, and supervisors.
3. Conduct and represent oneself in a professional manner (including dress, behavior, and attitude).
4. Exemplify ethical behavior and integrity.
6. Meet deadlines; be punctual; exemplify outstanding attendance and participation.
7. Follow coursework and fieldwork assignment directions given by instructors and advisors.
8. Receive and make use of constructive feedback from instructors and advisors with openness and interest in improvement.
9. Follow through with suggestions and/or direct instructions from instructors, advisors, and University staff.
10. Be engaged and collaborative during discussions and activities required by courses and fieldwork experiences.
11. Communicate clearly (both orally and in writing) with University staff, instructors, and advisors.
12. Reflect these expected dispositions in work with students, families, and communities.

Evaluation Procedure:

1. MSMU’s evaluation of each candidate’s disposition will be based on the candidate’s approach to all aspects of their teacher preparation program ( advisement, in class experiences, fieldwork experiences, and communication with MSMU faculty and staff).
2. Each candidate will be evaluated on the Required Dispositions at particular points in the program by means of a rubric that will indicate whether, for each expected disposition, the candidate “Meets or Exceeds Standard,” “Does Not Meet Standard,” or is in “Serious Breach of Standard.” The template for the Disposition Rubric will be published in the Education Student Handbook.
3. Evaluations will be conducted by a candidate’s instructors according to the Schedule for Disposition Evaluations set forth below, utilizing the Dispositions Rubric.
4. In addition to the regularly scheduled disposition evaluations, at any time during a candidate’s program, the Program Advisor, Program Director, Instructor, or Department Chair may prepare a Notice of Concern if there is concern about a candidate’s failure to exhibit the Required Dispositions.
Consequences of a Candidate’s Failure to Exhibit the Required Dispositions:

A candidate’s failure to exhibit the Required Dispositions may result in dismissal from MSMU’s Teacher Preparation Program and/or the Graduate Division and/or the University. This could occur irrespective of how many program requirements the candidate had completed at the time of dismissal.

1. If a candidate’s Disposition Rubric evaluation indicates that, for any Required Disposition, a candidate “Does Not Meet Standard” or is in “Serious Breach of Standard,” the candidate’s advisor and/or instructor will develop a Notice of Concern to provide to the candidate that includes a “Plan of Action for Change of Behavior.”

2. Any time a candidate (i) receives four “Does Not Meet Standard” ratings, (ii) receives one “Serious Breach of Standard” rating, and/or (iii) fails to meet all conditions described in a “Plan of Action for Change of Behavior” over the course of the candidate’s time in the program, the candidate’s file will be reviewed by the Education Department Chair, who will determine, in his/her sole discretion, whether to recommend to the Graduate Dean that the candidate be dismissed from the Teacher Credential Program and/or the Graduate Division and/or the University. The ultimate decision as to dismissal shall remain with the Graduate Dean and/or President of the University.

3. Nothing in this Policy shall limit in any way the ability of MSMU to dismiss a candidate without first providing a Notice of Concern and/or to dismiss a candidate for reasons other than those set forth in this Policy.

Schedule for Disposition Evaluations:

Each candidate will be evaluated by his/her instructor using the above-described Disposition Rubric at the following points during the program and/or during the following courses:

- **Elementary/Multiple Subjects Programs**
  - EDU 250
  - EDU 254

- **Secondary/Single Subject Programs**
  - EDU 266
  - EDU 267

- **Education Specialist Program: Mild/Moderate**
  - EDU 250 or 266
  - EDU 254

- **Education Specialist Program: DHH**
  - Onsite Candidates: Mid-Program and EDU 239B
  - Intern/Distance Learning Candidates: Summer Residency I and II & EDU 239B

Preliminary credential candidates will also be evaluated during their supervised teaching experience using the Preliminary and Final Evaluations of Supervised Teaching.

- **Instructional Leadership Program**
  - EDU 241
  - EDU 242
Clear Credential and Certificate in Instructional Leadership Programs, due to their limited number of units and time to completion, are evaluated only once or twice during their program.

- Certificate in Instructional Leadership
  - EDU 241
  - EDU 242

- Clear Credential/Induction
  - EDU 225B
  - EDU 226A