Teacher Candidate
Internship Handbook
2019 – 2020
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## PART ONE – THE TEACHER CANDIDATE INTERNSHIP PROCEDURES

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PART ONE

THE TEACHER CANDIDATE INTERNSHIP

POLICIES and PROCEDURES
Introduction

This handbook is to guide teacher candidates, supervising clinical faculty, university faculty, administrators, university supervisors, and other personnel involved in the teacher candidate internship. In this handbook we anticipate your questions and provide information that will facilitate an effective teacher candidate internship. This handbook addresses objectives, policies and procedures, roles and responsibilities, activities, and evaluations.

Old Dominion University appreciates the contributions of supervising clinical faculty and university supervisors who give so freely of their time to help teacher candidates make the transition from college student to Professional Educator. The faculty of the Darden College of Education and Professional Studies, Arts and Letters, and College of Science could not prepare quality teachers without the assistance of parents, clinical faculty, and public schools that provide critical resources for teacher candidates. A successful internship is built upon a team effort that includes the collaboration of supervising clinical faculty, university supervisors, school administrators, and teacher candidates. Each participant is expected to read this handbook to become acquainted with the roles and responsibilities of all those involved in the process. Together, we can provide a high-quality internship experience.

Comments and suggestions concerning the teacher candidate internship experience are sincerely welcomed.
Teacher Candidate Internship

The faculty of the Darden College of Education and Professional Studies, College of Arts and Letters, and College of Science congratulates you on your progress as a future Professional Educator! Welcome to the “capstone” experience in your pursuit of a professional teaching license. This critical internship experience will provide you with the foundation to make a smooth transition from being a student to becoming a Professional Educator. Expectations are high, responsibilities are numerous, and time constraint are demanding. Preparation is the key to your success!

This handbook has been prepared to provide you with information you will need in order to have a successful and enjoyable internship. It is important that you read and refer to these guidelines and requirements throughout your internship.

Conceptual Framework: Educator as Professional

The faculty in the Darden College of Education and Professional Studies, the College of Arts and Letters, and the College of Sciences accept the responsibility of preparing professionals for the schools. These professionals are characterized both by their responsibility for making decisions in the context of the world of practice and by their increasing ability to make wise and informed decisions based on sound knowledge, guided by experience and scientifically-based research; thus, the theme of the conceptual framework of all professional education programs at Old Dominion University is the Educator as Professional. For further information on the Conceptual Framework model turn to Appendix 1.
Professional Partnerships

Partnerships begin with an honest discussion about what it means to develop and train Professional Educators. Professional partnerships are rooted in mutual trust, benefit, and concern. Merging sound aspects of educational theory and research-based practice has been the long-accepted tradition behind internships for pre-service teacher education programs.

Professional partnerships between schools and universities serve the personnel and staff development needs of public schools.

The internship experience is a rare opportunity for teaching colleagues to work together to improve teaching effectiveness. The mentors frequently sharpen their instructional skills by articulating why they do what they do; the novices can afford to take risks in a supportive environment. Clinical faculty benefit from their teacher candidate’s enthusiasm; novices benefit from their clinical faculty’s experience. Professionally aligning oneself with a colleague feels good. For too long, the isolation of teaching has frustrated novices and veterans alike. Knowing that you can honestly solve problems and make collegial decisions creates trusting and lasting relationships.

A successful teacher preparation program is deeply rooted in the professional relationships developed among school principals, clinical faculty, teacher candidates, and university supervisors. Old Dominion University’s major purpose in its teacher education programs is to prepare professional educators who have knowledge of their teaching disciplines, skills to practice state-of-the-art instruction to learners of diverse cultures, and dispositions that reflect a commitment to teaching and learning. The programs integrate the following broad goals of the Interstate New Teacher Assessment and Support Consortium (INTASC) principles developed by the Council of Chief State School Officers.

INTASC STANDARDS

- **Standard #1: Learner Development.** The teacher understands how learners grow and develop, recognizing that patterns of learning and development vary individually within and across the cognitive, linguistic, social, emotional, and physical areas, and designs and implements developmentally appropriate and challenging learning experiences.
- **Standard #2: Learning Differences.** The teacher uses understanding of individual differences and diverse cultures and communities to ensure inclusive learning environments that enable each learner to meet high standards.
• Standard #3: **Learning Environments.** The teacher works with others to create environments that support individual and collaborative learning, and that encourage positive social interaction, active engagement in learning, and self-motivation.

• Standard #4: **Content Knowledge.** The teacher understands the central concepts, tools of inquiry, and structures of the discipline(s) he or she teaches and creates learning experiences that make the discipline accessible and meaningful for learners to assure mastery of the content.

• Standard #5: **Application of Content.** The teacher understands how to connect concepts and use differing perspectives to engage learners in critical thinking, creativity, and collaborative problem solving related to authentic local and global issues.

• Standard #6: **Assessment.** The teacher understands and uses multiple methods of assessment to engage learners in their own growth, to monitor learner progress, and to guide the teacher’s and learner’s decision making.

• Standard #7: **Planning for Instruction.** The teacher plans instruction that supports every student in meeting rigorous learning goals by drawing upon knowledge of content areas, curriculum, cross-disciplinary skills, and pedagogy, as well as knowledge of learners and the community context.

• Standard #8: **Instructional Strategies.** The teacher understands and uses a variety of instructional strategies to encourage learners to develop deep understanding of content areas and their connections, and to build skills to apply knowledge in meaningful ways.

• Standard #9: **Professional Learning and Ethical Practice.** The teacher engages in ongoing professional learning and uses evidence to continually evaluate his/her practice, particularly the effects of his/her choices and actions on others (learners, families, other professionals, and the community), and adapts practice to meet the needs of each learner.

• Standard #10: **Leadership and Collaboration.** The teacher seeks appropriate leadership roles and opportunities to take responsibility for student learning and development, to collaborate with learners, families, colleagues, other school professionals, and community members to ensure learner growth, and to advance the profession.
**Teacher Candidate Internship Requirements**

The following requirements must be completed and on file with the Office of Clinical Experiences, Education Building, Suite 2345, **prior to the orientation meeting**:

1. Passing scores on Praxis Core Academic Skills, or Praxis I, or equivalent scores;
2. Passing scores on Praxis Subject Assessment(s), including individual sub-test score on the back package;
3. Passing scores on the required reading assessment (RVE for PreK-3, Pre-K-6 and Special Education programs);
4. Passing scores on the Virginia Communication and Library Assessment (VCLA)
5. All program content and professional education courses must be completed with the required grades;
6. The required GPA for your specific teacher education program;
7. Registration for the teacher candidate internship course, as noted on your program curriculum sheet;
8. A first aid/CPR/AED training certificate for infant/child/adult;
9. A copy of negative TB test or screening results completed within one year of the beginning of your teacher candidate internship experience. Please always keep a copy with you.
10. An Old Dominion University clearance (SP24 fingerprint, Social Services/Child protective services, and sexual offender clearance).
11. A child abuse and neglect training certificate.
12. A dyslexia training Certificate

**Requirements for Successful Completion of the Student Teaching Internship**

1. Satisfactorily completing your professional portfolio **prior** to the END of this experience;
2. Satisfactorily completing the Assessment of the Instruction Environment; and
3. Satisfactorily completing your instructional unit (impact on student learning) **prior** to the END of this experience;
4. Submission of Educational Benchmark Instrument (EBI) survey.
5. Submission of your self-evaluation of your professional disposition.
6. The successful completion of the professional attribute and instructional development scales evaluation (mid-term and final). This includes recommendation for hire by your clinical faculty, school administrator(s), and your university supervisor
General Information

Description of the Teacher Candidate Information
The teacher candidate internship is the culminating experience of all teacher education programs. This experience is a crucial part of a teacher candidate’s preparation to becoming a Professional Educator. During the internship experience, teacher candidates will do the following.

1. Observe the operation of schools.
2. Analyze the implementation of curricula and instructional strategies.
3. Observe the growth and development of students.
4. Assist with classroom and extracurricular activities.
5. Assume responsibility for the learners and the instructional activities.

The work of the teacher candidate is evaluated by the clinical faculty within the schools, in collaboration with the university supervisor.

Objectives of the Teacher Candidate Internship
The teacher candidate internship experience will provide candidates with opportunities to do the following:

1. Assess personal/social suitability for teaching and evaluate choice of teaching discipline and grade-level interest.
2. Experience all roles of a Professional Educator (instructional and noninstructional) through planned, sequenced activities in their 6, 10, 14-week, or yearlong program.

The length of the internship is determined by the candidate’s program of study, the candidate’s program administrator, and in the individual teacher candidate’s needs.

3. Apply principles and methods from the knowledge base of the professional program.
4. Gain experience working with learners with diverse learning needs (special needs, low SES, ELL, gifted, military affiliated, etc.).
5. Experiment with alternative teaching strategies to increase learners’ knowledge.
6. Gain experience working with learners from diverse cultural, linguistic, and socioeconomic backgrounds.
7. Observe and practice effective strategies to manage the learning environment.

Communicate and discuss all phases of experiences with both the clinical faculty and the university supervisor.
8. Develop and implement assessments and lessons with the goal of significantly impacting student learning.

9. Receive feedback from structured observations and conferences with suggestions for improvement from the clinical faculty supervisor and university supervisor.

10. Practice the skills identified in the instruments used to assess teacher candidates.

11. Gain knowledge and skills of classroom and school policies and procedures.

12. Gain knowledge and skills of parent involvement, activities and practices.


**Professional Seminars/Meeting Schedule During the Teacher Candidate Internship**

All teacher candidates are to participate in professional seminars during the internship semester. The purpose of the professional seminars is to link the university/school experience and practice to the knowledge base of the professional program. These seminars focus on the learning environment and school issues. They also include opportunities for discussion with peers and university faculty. Teacher candidates must attend all scheduled seminars. Make-up assignments will be required for any excused absences. A doctor’s note will be required for illness. Teacher candidates will provide the seminar schedule to the clinical faculty.

Teacher candidates must schedule an introductory meeting with clinical faculty upon receipt of their placement. University supervisors will schedule a meeting with the clinical faculty, teacher candidate and supervisor prior to starting the teacher candidate internship to ensure all parties understand their responsibilities.
Policies and Procedures for Internship

Internship Calendar
Each semester, the Office of Clinical Experiences develops a calendar for the teacher candidate internship. The calendar provides the beginning and ending dates of each placement. All teacher candidates must complete either a 6-, 10-, or 14-week internship experience. The length of the experience is based upon the candidate’s program of study and the unique needs of the teacher candidate. Additional time may be necessary. This would be determined by feedback from clinical faculty, supervisors, and administrators.

School Schedule
The teacher candidate is expected to follow the arrival and dismissal times established by the school for its regular teaching staff and to follow the clinical faculty’s daily schedule, including any assigned lunch, bus, or playground supervision. Attendance is expected at all faculty meetings, staff development workshops, open houses, parent-teacher conferences, IEP meetings, and other professional activities. Teacher candidates follow the holiday schedule of the school division/district to which they have been assigned, not the University calendar or holiday schedule.

Absence Policy
Teacher candidates are expected to be at their assigned schools every day. Teacher candidates are required to sign in and sign out each day at their assigned schools immediately upon arrival and departure. Absences from internship are acceptable only in case of personal illness or death in the immediate family. In case of illness or a death in the immediate family, the candidate must contact the clinical faculty and university supervisor as early as possible, but no later than 7:00 a.m. the day of the absence. Teacher candidates are allowed one day of personal leave that may be used for personal business. In addition, teacher candidates will be excused one day for the Old Dominion University Teacher Education Job Fair during their student teaching semester.

Excessive absence will result in extension of the internship experience or dismissal. Excessive absence is defined as over three days (i.e., two days of illness and one day of personal leave).

Inclement weather will be reviewed on a division/district by division/district situation.
**Substitute Teaching**
Teacher Candidates **CANNOT** be used as substitute teachers. If the Clinical faculty member is absent, teacher candidates may assume classroom duties while a substitute is present. University supervisors must be notified by the teacher candidate if the clinical faculty is absent.

**Additional Coursework and Outside Employment**
The internship experience consists of professional seminars and the internship. All major content and professional educational coursework must be completed prior to the internship. Any other courses taken during the internship must be approved by the candidate’s advisor and the Director of Clinical Experience. The internship experience is a full-time academic responsibility. Public Schools have expectations for the achievement and growth of their learners; therefore, teacher candidates must be prepared to devote their time and energy to internship duties and providing the best possible instruction environment for the learners. Outside employment during the teacher candidate internship may impede the teacher candidates’ performance and is **highly discouraged**. *Candidates may not be employed in the school where they are completing their student teaching during the instructional hours.* If a candidate is employed or taking classes, the teaching candidates’ internship takes precedence. Missing intern duties such as faculty meetings, IEP meetings, seminars, or parent/teacher meetings **will result in a failing experience.**

**Internship with Mentor Option**
In some instances, a teacher candidate may be offered a teaching contract prior to the start of or during the internship. If the candidate has completed all coursework, all assessments and other program requirements, has the appropriate GPA, is recommended by faculty and/or his/her advisor, has a bachelor’s degree and the school is willing to provide a qualified mentor, the Darden College of Education and Professional Studies will allow the candidate to complete the internship experience while under contract. **The option must be approved in advance through the Director of Clinical Experiences.** For more information on this policy please go to [http://www.odu.edu/content/dam/odu/col-dept/teacher-education-services/docs/school-division-acknowledgement-of-hiring.pdf](http://www.odu.edu/content/dam/odu/col-dept/teacher-education-services/docs/school-division-acknowledgement-of-hiring.pdf)

**Professional Dispositions**
All teacher candidates are always expected to conduct themselves in a professional manner during the internship experience. As a professional, all learners, parents, colleagues, administrators and other individuals should be treated with respect. In addition, this professional
behavior extends past the school day. Teacher candidates are expected to review all social networking materials to ensure all material is deemed appropriate for licensure of “positive moral character” for the Virginia Department of Education.

**School Policies**

Teacher candidates must follow the **local school division/district policies and procedures** as well as the individual school’s policies as they apply to regularly employed staff. Teacher candidates should become thoroughly familiar with school policies, read the faculty handbook and the teacher internship handbook, and know emergency procedures. Advocate for yourself and ask to see the policies.

**Corporal Punishment**

Teacher candidates **must not** administer corporal punishment to pupils under any circumstances.

**Change of Placement or Withdrawal**

Infrequently, a change of placement or withdrawal may be necessary. The school division/district or the university supervisor may request removal of a candidate from the field setting after discussion of the situation with the Director of Clinical Experiences. Withdrawal procedures from teacher candidate internship requires significant discussion. The Director of Clinical Experiences will inform the school division/district human resources office. **The procedure for withdrawal from the course through ODU is the same as for other University classes and is the responsibility of the teacher candidate. Failure to comply with university withdrawal procedures will result in a WF grade.**

Decisions concerning subsequent placement for internship situations are made by the Department Chair, Graduate Program Director, (or Program Coordinator), and the Director of Clinical Experiences. University supervisors and teacher candidates should confer with the Director of Clinical Experiences about the individual situation.

**Placement at Schools with Relatives**

Teacher candidates may be placed in the **same school division/district** where a relative attends school or works. However, teacher candidates **may not** be placed in the same school where a relative is enrolled or works. It is the candidates’ responsibility to disclose if they have been placed at a school with a relative. If a candidate is found to be placed at a school where a
relative attends or works, they will be removed from the placement and have to complete their student teaching in the next semester.

**Applying for a Virginia License**

Teacher candidates are responsible for applying for their Virginia teaching license. The checklist for applying for a Virginia Department of Education is in the back of the teacher candidate handbook. Please send the completed packet to Old Dominion University, Darden College of Education and Professional Studies, Office of Clinical Experiences, Education Building Suite 2345, Norfolk, VA 23529 for the Director of Clinical Experiences to complete the College Verification.
Responsibilities of the Teacher Candidate

The primary role of the teacher candidate is to successfully carry out the internship assignment. The internship is viewed as a critical stage of transition from the status of college student to the status of Professional Educator. The internship is a privilege and therefore carries with it certain responsibilities.

Introduction and Orientation

Teacher candidates MUST attend a scheduled orientation session with the Director of Clinical Experiences and an orientation session with their university supervisor. Teacher candidates must schedule an introductory meeting and introduce themselves to their clinical faculty prior to the beginning of the internship semester. This meeting will address the following:

Time Commitments

- Beginning and ending dates of semester
- When the school day begins and ends (teacher’s hours)
- School calendar – teacher candidates follow the division/district calendar
- Procedures and schedules for inclement weather and other emergency circumstances (fire drill, lock down, etc.)
- Reviewing the curriculum to be covered in the courses being taught by the clinical faculty
- Checking out textbooks and other teaching materials from the clinical faculty (If a teacher candidate checks out public school textbooks or borrows materials from clinical faculty, they are financially responsible for returning the items)
- Agreeing upon a plan for assuming teaching responsibilities
- Obtaining a Faculty Handbook and Student Handbook from the clinical faculty and reviewing administrative regulations and routines
- Becoming familiar with the existing learning environment and school management plan

The First Two Weeks of Teacher Candidate Internship

- Locate campus facilities to be used, (i.e., library, textbook room, audio visual supply room, department workroom, faculty lounge, auditorium, counseling facilities, etc.)
- Meet other members of the staff (i.e. principal and assistant principal, department chairperson, librarian, counselors, teachers’ aides, etc.)
- Become acquainted with the learners and prepare a seating chart as needed
• Observe and discuss class interactions with the teacher

• Become familiar with other daily procedures (i.e. staff check-in, check-out, bulletins, mailbox check, etc.)

• **Complete the Assessment of the Instructional Environment and discuss with University Supervisor at first visit.**

**Teaching the Class** – Teacher candidates should plan to assume control of the class gradually. To help this process, the teacher candidate should do the following:

• **Plan cooperatively** for instruction. The plans *should include, but not be limited to,* instructional goals and objectives, anticipatory set, the subject material to be covered, the instructional procedures to be used, specific modifications for learners with special needs/disabilities, lesson closure, the audiovisual materials and other supplies to be incorporated, procedures to objectively evaluate learners’ achievement, and criteria for making adjustments in instruction.

• Provide clinical faculty and university supervisor with copy of lesson plans and all ancillary materials *3 days prior to teaching.* This allows for review and feedback.

• Systematically introduce a variety of teaching materials and strategies and **evaluate the impact** of each in order to determine those which are most appropriate. Please see section two – impact on student learning for further detailed instructions on how to conduct this unit.

• Develop and implement procedures for managing the class effectively during instruction based on academic and behavioral strengths and weakness, including group/individual techniques.

• Develop strategies to directly teach those learners who display difficulty in complying with classroom routine/expectations.

• Maintain sensitivity to learners from culturally, linguistically, socially, and economically diverse backgrounds.

• *Determine the learners’ development* levels and provide commensurate instruction.

• Participate in the evaluation and documentation of learners’ progress and attendance.

• Demonstrate an ability to continually assume greater responsibility in conducting the classes.
Ethics – Be fair and consistent and demonstrate a belief that all learners have the ability to develop their skills and increase their knowledge. Your learners will respond to the level of expectations set for them.

Professional Obligations – Teacher candidates must be responsible for their professional growth. To accomplish this, candidates should do the following:

- Contact clinical faculty and university supervisor in a timely manner if illness prevents attendance.
- Become involved in the total school program by participating in school assemblies, faculty and department meetings, P.T.A. meetings, athletic events, stage productions, parent conferences, in-service activities, and educational partnership and school volunteer programs.
- Meet with the clinical faculty, apart from class time, on a regular basis to review the instruction to date, critique teaching performance, and assist in planning daily lessons for the upcoming week.
- Confer with the university supervisor on a regular basis.
- Provide the university supervisor with a classroom schedule during the first week of internship.
- Observe, if appropriate at the end of the semester, the teaching of other master teachers in the building. Arrangements must be made with the clinical faculty, the university supervisor, the principal, if appropriate, and with the teacher to be observed.
- Ongoing completion of one’s Professional Portfolio during internship experiences (portfolio preparation process begins prior to internship); Maintenance and submission of documentation. Please see section two – Portfolio- for further detailed instructions on how to conduct this unit.
- Teacher candidates are responsible for completion and submission of certain evaluation documents. Candidates should do the following:
  - Keep a copy of all evaluations for your records.
  - Complete the evaluations of your university supervisor and clinical faculty (these evaluations are due at the completion of the internship experience through electronic submission).
Questions Teacher Candidate Should Ask

General School Information

- May I have a floor plan of the building? A tour?
- What is the average class size? Total school population?
- Is there a school lunch program? Breakfast program? Dinner program?
- What are the facilities that can be used by the teacher and class, such as: audiovisual aids, maps, library, computers, and photocopier?
- What resource teachers (Nurses, Counselors) are available?

Procedures and Policies

- What time do classes begin and end? What are the school’s hours?
- What will be my schedule?
- May I have more information on general school policies?
- What is the procedure if a teacher cannot be in school?
- What extracurricular activities and meetings will I be able to attend?
- What policies and procedures exist regarding confidential student records and student privacy, health and attendance information, classroom visitors, non-staff persons observed on school premises, and release of students for appointments?
- How is the teacher evaluation process conducted?

Classroom

- How are SOL goals incorporated? What assessment process is used?
- What does the clinical faculty expect of me and what content/skills will I teach?
- What lesson plan format is acceptable? Are classes grouped by academic ability?
- What is the grading policy?
- What are the basic classroom rules?
- What are the school’s policies for discipline?
- Is there an interest inventory to learn about the learners?
- Do you expect a teacher candidate to contact parents?
- What expectations are there regarding emergency procedures and safety?

Personal Concerns

- How will I know how well I am doing?
• What is the professional background of my clinical faculty?
• May we establish a scheduled, routine time when we can discuss my performance?
• What is your philosophy of education?
# CHECKLIST OF TEACHER CANDIDATES INTERNSHIP EXPERIENCES

The selected experiences listed below are generally present in the internship situation. Experience will vary according to the type of school you are in and the method employed by your clinical faculty, as well as the subject matter taught.

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<th>Upon Completion of Described Experience Check Column</th>
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<td>Knowledge of Educational Expectations</td>
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<tr>
<td>Review terminology of essential elements of instruction (focus, objective(s), instructional input, monitor and adjust, practice, closure)</td>
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<td>Relate Bloom's Taxonomy to formulation of lesson objectives and questioning strategies</td>
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<td>Apply components of effective lesson design into daily lesson plans</td>
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<td>Read the school division/district evaluation instrument for classroom teachers</td>
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<td>Understand the development tasks of typical students in your classroom</td>
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<td>Understanding of School and Community</td>
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<tr>
<td>Request a tour of school grounds</td>
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<td>Learn about school office personnel and special pupil services</td>
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<td>Study student handbook for school attendance and discipline policies</td>
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<td>Give remedial help to candidates</td>
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<td>Conduct a parent-teacher conference</td>
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<td>Know the community by attendance at P.T.A. or school board meetings</td>
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<td>Elements of Classroom Organization and Management</td>
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<tr>
<td>Take roll, record attendance and distribute materials</td>
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<td>Create bulletin board (instructional focus)</td>
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<tr>
<td>Keep record of student progress; daily grades, tests and homework</td>
<td></td>
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<tr>
<td>Write a classroom discipline plan with clinical faculty featuring classroom expectations (no more than five) and positive and negative consequences for minor vs. major violations.</td>
<td></td>
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<tr>
<td>Provide a system for missed assignments and make-up work</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Make a seating chart</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Utilization of instructional Materials</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Prepare visual materials</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Use maps, visual aids and other supplemental materials</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Operate a copy machine, video, and/or projector</td>
<td></td>
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<tr>
<td>Set up demonstrations and hands-on activities with supplementary materials</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Locate references, curriculum guides, visuals, and teaching materials in media center</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Incorporate Computer Education and Educational Technology Resources</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Implementation of Classroom Instruction</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Deliver well-prepared, thorough lessons</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Write an instructional unit; implement unit during teacher candidate internship experience</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Construct diagnostic tools such as written and oral quizzes on tests</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Introduce study skills and strategies to learners</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Incorporate motivational elements (knowledge of results, level of concern, feeling, tone, success, interest)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Include variety, meaning, involvement, and novelty to promote student interest</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Incorporate interdisciplinary methods (music, art, writing, drama, physical education)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Adjust instructional activities and procedures to provide for diverse learner needs, appropriate accommodations, and learner characteristics</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Include accommodations/modifications for students with Individualized Education Plans (IEPs)</td>
<td></td>
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<tr>
<td>Establish objective procedures, conduct frequent direct assessment of effectiveness of group/individual instruction, and adjust instruction as needed</td>
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</tbody>
</table>
Responsibilities of the Clinical Faculty

The responsibility of the clinical faculty is to assist the teacher candidate in understanding and assuming the role of the Professional Educator. This demands supportive supervision, modeling, guidance, and feedback on the part of the clinical faculty. The minimum criteria for clinical faculty include the following:

a. A “continuing contract” licensed teacher
b. Willing to participate in workshops and meetings held for clinical faculty.
c. Have a valid, renewable teaching license.
d. Have a minimum of three years successful teaching experience.
e. Willing to accept the responsibilities of the clinical faculty position.
f. True desire to mentor pre-service teachers.

A successful internship experience most frequently occurs when the clinical faculty acts as a personal confidante, instructional guide, and professional advisor. The following pages review and give specific examples of each of these major responsibilities:

Professional Guide

1. Acquainting the teacher candidate with the school, staff, learners, teacher, parents and community by:
   - Conferring with the teacher candidate and building administrator to review division/district expectations during the workday, including the beginning and ending dates of the internship.
   - Introducing the teacher candidate to the school community and explaining his/her role in the manner which enhances the teacher candidate’s chance for success.
   - Creating an atmosphere of acceptance of the schoolteacher on the part of the learners, parents, faculty, and school community.
   - Touring the campus with the teacher candidate and providing a map of the school.
   - Reviewing school policies, regulations and practices.

Instructional Guide

2. Orienting the teacher candidate to classroom rules, organization and management by:
   - Sharing plans for creating a positive classroom environment and motivating learners to succeed.
   - Introducing the teacher candidate to classroom routines and rules, seating arrangements, and other organizational plans.
   - Familiarizing the teacher candidate with excuse forms, hall passes, and other standard school forms.
   - Reviewing and implementing the Student Handbook and the Faculty Handbook.
• Explaining and demonstrating/modeling procedures for notifying parents regarding grades and/or discipline policies including letters, phone calls, and conferences.

3. **Acquainting the teacher candidate with tasks. The clinical faculty should:**
   • Make the teacher candidate aware of the school calendar, announcements, schedules or changes in the daily routine.
   • Schedule the teacher candidate for assistance with lunch, recess, assembly, detention duties, clubs and sports, etc.
   • Provide teacher candidates with information and skills to complete the range of routine tasks such as lunch counts, tardies, passes, signed excuses, bathroom procedures.
   • Review division/district, school, and department policies regarding: attendance, lunch, playground, nurse, counselor, lockers, phone and leaving/returning to school.
   • Define authority and legal requirements of the teacher candidate in emergency situations (i.e. acts of violence, bomb threat, fire).

4. **Providing a desk or workplace, necessary instructional materials, resources, supplies and equipment. The clinical faculty should:**
   • Supply copies of textbooks, curriculum guides, charts, planning book, etc.
   • Explain the school’s policy of the use of copiers and paper allotments.
   • Take time to teach the teacher candidate how to use copiers, media equipment and other machines including computers.

5. **Guiding lesson plans and material development. The clinical faculty should:**
   • Explain goals and objectives in relation to scope and sequence.
   • Assist the teacher candidates in examining the Standards of Learning for the grade level they are assigned.
   • Assist the teacher candidates in examining and discussing the clinical faculty’s plans and the reasons for choice of methods, materials and activities.
   • Give specific help in the selection of instructional materials, including outside resources.
   • Assist the teacher candidate in developing his/her own teaching plans.
   • Demonstrate how to provide for individual learner differences.
   • Identifying and demonstrating methods to check for learner understanding and model how to monitor and adjust teaching.
   • Give constructive feedback on lesson plans **before and after lesson.**
   • Assist the teacher candidate in preparing a substitute folder.

6. **Providing for positive learning experiences. The clinical faculty should:**
   • Offer specific suggestions through various models (oral, written, and modelling) for developing effective teaching techniques. Provide both positive feedback and constructive feedback. Limit suggested changes to two or three at any one specific time. Monitor progress on the teacher candidate growth in the suggested areas.
7. **Modeling assessment of students’ performance, grades, records, diagnostic tests, and placement.** The clinical faculty should do the following:
   - Train the teacher candidates to document and maintain records of learners’ progress.
   - Identify learners with special needs, discuss and demonstrate appropriate instructional adjustments, and review legally required accommodations identified in the IEP.

**Professional Growth**

8. **Providing continuous support, conferences and feedback.** The clinical faculty will:
   - Provide for continuous evaluation through daily/weekly conferences, report sheets, logs and self-evaluation shared by the teacher candidate (i.e. audio/video tapes).
   - Provide for unsupervised teaching yet is still in close proximity and can be contacted at all times should help be needed.
   - Maintain a frank, helpful and professional attitude when discussing the teacher candidate’s strengths and areas in need of improvement.
   - Attempt to immediately resolve any conflicts; if no resolution is possible, refer the problem first to the university supervisor and school administrator, and second to the Director of Clinical Experience.
   - Initiate early effective procedures for a teacher candidate in jeopardy.

9. **Afford opportunities for observation/participation in related activities.** The clinical faculty should:
   - Invite the teacher candidate to extend the teacher candidate experience beyond the immediate classroom by attending parent conferences, clubs, events, sports events, student council meeting and activities, PTA meetings and faculty meetings.

10. **Share personal/professional growth.** The clinical faculty should:
    - **Treat the teacher candidate as a co-worker rather than a subordinate.**
    - Exemplify a positive, professional attitude toward teaching and all persons engaged in the business of public education.
    - Set a good example through professional behavior toward learners, school, division/district and community.
    - Use and stress the necessity for proper language, actions, and dress by teachers.
    - Provide or suggest professional reading.
    - Emphasize the importance of joining/participating in professional organizations.
    - Assist in the development of the Professional Portfolio by the teacher candidate.
Responsibilities of the University Supervisor

The university supervisor is vital to the development of a high-quality field experiences program. As the liaison representing the Darden College of Education and Professional Studies and Old Dominion University, the supervisor will observe, evaluate and confer with teacher candidates and the clinical faculty. The minimum criteria for University Supervisors;

- a. Master’s Degree in Education, Administration/Supervision or Endorsement Area in which the individual is supervising.
- b. Five years of experience as a teacher or an administrator or equivalent.
- c. Show evidence of genuine professional interest in developing professional educations and providing for positive learning environment and experiences.

This collegial team facilitates the planning, implementation, and evaluation of experiences that will increase the professional competence of the teacher candidate. University supervisors should ensure the purpose and goals of the Darden College of Education and Professional Studies Conceptual Framework, “Educator as Professional” knowledge base model is being met in the host classrooms.

Specific Responsibilities

1. Visitations and observations by the supervisor

- Explanation to clinical faculty of university’s expectations.
- Visits and observations of teacher candidates occur a minimum of every other week during the internship experience. More visits/observations may be required if the teacher candidate is experiencing difficulty and needs additional support.
- The initial visit should occur during the first week of the internship experience.
- Two observations should be scheduled when the teacher candidate assumes partial responsibility for the learning environment.
- Three observations should be scheduled when the teacher candidate assumes full responsibility for the learning environment.
- If a candidate is having difficulty, a university supervisor will model needed skills and develop a professional development growth plan collaboratively with the clinical faculty.
- The final observation should occur shortly before the final evaluation.
• The university supervisor collaborates with the clinical faculty in evaluating teacher candidates by providing equal input for the mid-term and final evaluation.

• University supervisors will maintain a copy of all written feedback provided to candidates. All written documents/e-mails will be required to be submitted for candidates recommended for no hire/fail.

2. *Components of observation:* Observing the teacher candidate’s instructional performance is critical for professional development. The university supervisor must be able to provide specific, objective feedback. Observations consist of:

• Review of lesson plans.
• Observation and written documentation of the actual 45-90-minute lesson. This observation should include a discussion of the teacher candidate’s progress with the clinical faculty and teacher candidate.
• Identifying areas of strengths, specific areas of weakness, and strategies to improve area(s) for refinement.
• A review and feedback of the Assessment of Instructional Environment.
• A review of reflection journal and time record.
• If a teacher candidate has a specific area of weakness, the university supervisor will provide a variety of assistance. This could include verbal, written, demonstration of strategies, videotaping, etc.
• The university supervisor will report progress on the university supervisor report form.

3. *Seminars:*

• Supervisors are required to provide a minimum of four seminars scheduled throughout the internship experience.
• Supervisors will announce the times and places for seminars early in the semester.
• Content of seminars should address the specific needs of the teacher candidates.
• Review and set due dates for the Professional Portfolio and Impact on Student Learning projects.

4. *Establishing rapport with clinical faculty and administration:*

• Meets clinical faculty and exchanges telephone numbers the first week to facilitate communication daily.
• Is sensitive to the needs and concerns of the clinical faculty.
• Meets with school administration to share the ODU philosophy and ensure awareness of student teachers in the building.

5. **Relationship with the Director of Clinical Experiences:**

• Attends an orientation meeting prior to the start of the teacher candidate internship.
• Notifies the Director when candidates are having difficulty **for any reason**.
• Submits a grade for each student prior to the last day of each semester.
Recommended Timeline

The internship semester is the most important semester in the professional teacher preparation program. The internship semester demands and should receive full attention. Unlike the practice, the internship experience will require the candidate to be a teacher five days a week, six and a half hours a day, for the length of the experience. However, it will soon be discovered that the teacher’s day does not end at 4:00 p.m. Lesson plans, preparation and grading may require continued work far beyond the eight-hour day. To be successful in the teaching internship semester, the teacher candidate may need to sharply curtail other activities, including employment. It is wise to remember that the final evaluation, written by the clinical faculty and university supervisors, will be reviewed by all potential employers. The faculty in the Darden College of Education and Professional Studies request that your time and energy be focused on this demanding, but exciting and rewarding experience. Teacher candidates are required to be on duty at their assigned school for the complete school day during the entire experience. The complete school day is defined as the duty for teachers in the building where the assignment is made. For example, if teachers are expected to be on duty from 7:30 a.m. to 3:30 p.m., that is the teacher candidate’s teaching day. The professional day includes in-services, parent conferences, and attendance in all professional meetings.

<table>
<thead>
<tr>
<th>Phase</th>
<th>Recommended Experience Time Frame-</th>
</tr>
</thead>
<tbody>
<tr>
<td>Phase I</td>
<td>1 ½ weeks- Observation/participation</td>
</tr>
<tr>
<td>Phase II</td>
<td>1 ½ weeks - Begin assuming partial responsibility</td>
</tr>
<tr>
<td>Phase III</td>
<td>4th week- Assuming full responsibility</td>
</tr>
</tbody>
</table>

The following pages will detail the activities and responsibilities for the teacher candidate, clinical faculty, and university supervisor during each phase of the teacher candidate experience.
PHASE-IN SCHEDULE

PHASE I: ORIENTATION/INTENSE PARTICIPATION

Teacher Candidate

- Becomes familiar with rules, regulations and procedures of the classroom. Develops skill in communicating rules to pupils.
- Becomes familiar with physical features of the building/s.
- Becomes acquainted with and learns names of pupils. Becomes aware of friendships and sub-groups and with unique needs of the individuals.
- Observes instruction, following lesson plans prepared by clinical faculty.
- Participates in classroom routine (i.e. roll taking, recording grades, handing out/collection material, supervision outside classroom) and learns daily schedule.
- Provides limited instruction (i.e. administering tests, tutoring, conducting short, informal segments of the lesson).
- Participates in related activities when appropriate (i.e. faculty meetings, athletic events, student clubs).
- Tutors individual learners or small groups as assigned by clinical faculty.
- Constructs teaching aids and contributes materials to a motivating, attractive learning environment.
- Becomes familiar with content to be taught later in the semester.
- Keeps the reflective journal and time sheet up to date.
- Completes the Assessment of Instructional Environment.
- Updates the Professional Portfolio.

Clinical Faculty

- Has responsibility for planning and conducting class but involves teacher candidate in lesson planning. Shares long-range plans for semester.
- Involves teacher candidate in observation, routine procedures, preparation of materials and interaction with students.
- Sets aside special time to discuss the rationale of what the teacher candidate is observing.
- Establishes standards for initial lesson planning
- Provides specific feedback to teacher candidate.

University Supervisor

- Holds orientation meeting.
- Conducts seminars as scheduled.
- Discusses Assessment of Instructional Environment.
- Meets with teacher candidate and clinical faculty about the mid-term internship evaluation.
- Is readily available for the advice/support for either the teacher candidate and/or clinical faculty.
PHASE II: ASSUMING PARTIAL RESPONSIBILITY

Teacher Candidate
- Increases efforts to identify special characteristics of the learning environment and relates instruction to individual learners; meets with individual learners having problems; and, determines how to utilize special learners’ talents.
- Manages all routine classroom tasks.
- Assumes full instructional responsibility for part of the school day. Gradually assumes greater responsibility for instruction by accumulating teaching responsibilities, and adding one subject, or period, or preparation as teaching proficiency increases.
- Continues to develop instructions for lessons.
- Participates in faculty meeting, parent teacher conferences, PTA meetings, etc.
- Continues to keep reflective journal and time sheet up to date.
- Continues updating professional portfolio.
- Begins assessment process for Impact on Student Learning Project.
- Asks clinical faculty and university supervisor for specific feedback on instructional performance.

Clinical Faculty
- Plans cooperatively with the teacher candidate the delivery of instruction, starts with small tasks, such as directing cooperative learning groups; jointly develops evaluation instruments; re-teaches concepts to small groups; and provides enrichment activities.
- Continuously assess the teacher candidate’s level of competence in instruction and of the learning environment management so that the teacher candidate can gain confidence before assuming additional responsibilities.
- Models a variety of instructional techniques so that the teacher candidate develops a comfort level for a broad spectrum of teaching activities.
- Completes and reviews with the teacher candidate and university supervisor, the Professional Attributes and Instructional Development Scales (mid-experiences).

University Supervisor
- Conducts at least three observations of the teacher candidate.
- Conducts seminars as scheduled.
- Meets with teacher candidate and clinical faculty about the mid-term internship evaluation.
- Reviews with the teacher candidate the Professional Portfolio and Impact on Student Learning activity.
- Is readily available for advice/support for either the clinical faculty or teacher candidate.

PHASE III: FULL RESPONSIBILITY

Teacher Candidate
- Assumes primary responsibility for planning, preparing, delivering instruction, and monitoring learners’ progress and evaluation.
- Implements an effective discipline plan, including contacting parents if necessary.
• Assumes primary responsibility for developing the instruments for student evaluation.
• Recommends student grade to clinical faculty.
• Completes Impact on Student Learning project.
• Provides instruction that recognizes individual learner’s needs.
• Continues to keep reflective journal and time sheet up to date.
• Submit final Professional Portfolio by date established by University Supervisor.
• Asks the school principal to observe lesson and provide feedback.
• Completes university supervisor’s evaluation.

Clinical Faculty
• Examines, critiques, and provides necessary approval of teacher candidate’s plans for instruction and evaluation.
• Contributes to the class instruction in ways that are complementary to the general class presentation under the direction of the teacher candidate.
• Completes the final evaluation of the teacher candidate in collaboration with the university supervisor.
• Coordinates for the evaluation of teacher candidate by school administration.

University Supervisor
• Conducts at least three observations of teacher candidate.
• Conducts seminar as scheduled.
• Grades Impact on Student Learning project.
• Meets with teacher candidate and clinical faculty to discuss the final internship evaluation.
• Is readily available for advice/support for either the teacher candidate and/or clinical faculty.
• Submits final grade and internship evaluation to the Director of Clinical Experience.
Questions from Clinical Faculty

There are some questions that are asked repeatedly by clinical faculty. Many of these questions cannot be answered unequivocally, but perhaps some insights will help guide the clinical faculty.

**How frequently should I leave the classroom? Should the teacher candidate be left on their own?**

A survey of clinical faculty found that they were most critical of the clinical faculty who spent a great deal of time away from the classroom. The view of most clinical faculty is that teacher candidates should not be regarded as substitutes. Rather, they should be viewed as novice teachers placed in the classroom to learn and grow professionally with the direct help and supervision of experienced teachers, without clinical faculty feedback, the internship experience becomes much less effective for the beginners. Yet, it is also important for the teacher candidate to have a sense of managing the class on his or her own. Therefore, it may be advisable for the teacher candidate to “solo” occasionally for the short periods of time. However, the clinical faculty should be in proximity. In the final analysis, the clinical faculty retains the responsibility for the classroom, the students and the teacher candidate.

**What should I do when the university supervisor comes to visit?**

The university supervisor does not wish to disrupt the class. Therefore, go on with whatever has been planned. Each supervisor’s visit should include a discussion with clinical faculty and the teacher candidate. This discussion should not interrupt the regular classroom schedule.

**What should be done when either the teacher candidate or the clinical faculty fails to assume responsibilities?**

Realizing that each partner may have a different perception of a situation, both parties should make an effort to communicate with the other on a one-on-one basis. If this approach fails to produce the needed results, one or both should contact the university supervisor who can then communicate with them individually and/or jointly to resolve the problem. If this does not resolve the problem, the Director of Clinical Experiences for Old Dominion University should be contacted immediately.

**What do teacher candidates want clinical faculty to do?**
When surveyed, teacher candidates’ rate “being observed and receiving feedback on a regular basis from their clinical faculty” as their greatest need. It is difficult to imagine that a clinical faculty and teacher candidate can spend many hours each week in the same classroom without communicating about the teacher candidate’s performance. But the fact is, this is the most serious problem in the teacher candidate experience. Here is a list of reasons that appear to deter effective communication/feedback:

- Overly concerned about “hurting the feelings” of the teacher candidate.
- Lack of time before or after school due to the demands of preparation, lunchroom or playground supervision.
- No time during the school day since one or both of the parties must be working with pupils.

*For the teacher candidate to be able to grow professionally, these obstacles must be overcome.*

What can be done about teacher candidates with glaring educational problems, such as inability to use standard written or oral language?

One of the mysteries of the internship experience is how an individual can be in the last semester of a professional preparation program and lack these skills. One explanation may be that these inadequacies are only apparent when the teacher candidate must write on the board or give oral instruction before the class. These difficulties **must** be corrected and require attention of the university supervisor, clinical faculty, and the teacher candidate. Some of them can do it quite rapidly, while others might have to repeat or extend the internship experience.

**What if my teacher candidate is failing?**

Teacher candidates experiencing difficulties typically receive many more hours of help than do more successful teacher candidates. In addition to the clinical faculty, the university supervisor, building principal, and Director of Clinical Experiences are involved in the remediation process. Teacher candidates who are in jeopardy of not successfully completing their internship experiences are placed on a professional growth plan. The purpose of the plan is to identify specific areas that require improvement and to outline a plan of action for remediation. **If a clinical faculty observes inadequate performance, the university supervisor should be notified immediately.** The supervisor will contact the Director and a conference will be scheduled. During the conference, the content of the professional growth plan will be formulated, with input from the teacher candidate, the clinical faculty, the supervisor, and the Director.
PART TWO

TEACHER CANDIDATE ASSIGNMENTS

Assessment of The Instructional Environment, Impact On Student Learning, and Professional Portfolio
Assessment of the Instructional Environment
Directions

The Assessment of the Instructional Environment is completed during the first week of student teaching. The purpose of this assessment is to provide the teacher candidates with contextual information for planning and implementing effective instruction. The objective is to gather information about individual learners in the classroom, their diverse learning needs, the classroom organization, possible interruptions/disruptions to the learning environment, and available educational resources. Teacher candidates are to complete the assessment form and narrative statement and discuss the implications for instruction with the university supervisor during the first visit.

Teacher Candidate Name___________________________

University Supervisor ______________________________

Clinical Faculty _________________________________

School/Division/District ____________________________

Subject _______________ Grade ___________ Semester ____________

<table>
<thead>
<tr>
<th>Date</th>
<th>General Information</th>
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<tbody>
<tr>
<td>Grade Level(s)</td>
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<tr>
<td>Ages</td>
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<table>
<thead>
<tr>
<th>Number</th>
<th>Student Information</th>
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<tbody>
<tr>
<td>Total Typically Present</td>
<td></td>
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<tr>
<td>Male</td>
<td></td>
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<tr>
<td>Female</td>
<td></td>
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<tr>
<td>Total Race</td>
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<tr>
<td>Hispanic</td>
<td></td>
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<tr>
<td>Asian</td>
<td></td>
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<tr>
<td>African American</td>
<td></td>
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<tr>
<td>Native American</td>
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<tr>
<td>Hawaiian/Pacific Islander</td>
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<tr>
<td>White</td>
<td></td>
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<tr>
<td>Two or more races</td>
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<tr>
<td>Total English Language Learners (ELL)</td>
<td></td>
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<tr>
<td>ELL Receiving Services</td>
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<tr>
<td>ELL Not Receiving Services</td>
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<tr>
<td>Learners with 504 Plans</td>
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<tr>
<td>Learners Involved in Child Study Process</td>
<td></td>
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<tr>
<td>Learners Involved in Eligibility Process</td>
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<tr>
<td>Learners Identified as Eligible for Special Education Services</td>
<td></td>
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<tr>
<td>Learners with Learning Disabilities</td>
<td></td>
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<tr>
<td>Learners with Emotional and Behavioral Disabilities</td>
<td></td>
</tr>
<tr>
<td>Learners with Autism Spectrum Disorder</td>
<td></td>
</tr>
<tr>
<td>Rating</td>
<td>Levels of Diversity by Category (Rating L=Low, M=Medium, H=high)</td>
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<td>--------</td>
<td>---------------------------------------------------------------</td>
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<td>L</td>
<td>M</td>
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<td>M</td>
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<tr>
<td>L</td>
<td>M</td>
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<tr>
<td></td>
<td><strong>Check one</strong></td>
</tr>
<tr>
<td></td>
<td>Few Interruptions</td>
</tr>
<tr>
<td></td>
<td>Some Interruptions (describe in narrative)</td>
</tr>
<tr>
<td></td>
<td>Many Interruptions (describe in narrative)</td>
</tr>
<tr>
<td></td>
<td><strong>Check one</strong></td>
</tr>
<tr>
<td></td>
<td>Well Organized</td>
</tr>
<tr>
<td></td>
<td>Adequately Organized</td>
</tr>
<tr>
<td></td>
<td>Poorly Organized</td>
</tr>
<tr>
<td></td>
<td><strong>Check One</strong></td>
</tr>
<tr>
<td></td>
<td>Well Equipped and Supplied</td>
</tr>
<tr>
<td></td>
<td>Adequately Equipped and Supplied</td>
</tr>
<tr>
<td></td>
<td>Poorly Equipped and Supplied</td>
</tr>
<tr>
<td><strong>Time</strong></td>
<td><strong>Time On Task</strong></td>
</tr>
<tr>
<td></td>
<td>Time spent each day on instruction</td>
</tr>
<tr>
<td></td>
<td>Time spent each day on transactions</td>
</tr>
<tr>
<td></td>
<td>Time spent each day on &quot;non-academic activities&quot; (free time, waiting, trying to start class or redirect inappropriate behavior, etc.)</td>
</tr>
</tbody>
</table>

**Narrative**

Describe your instructional environment and learners. In the description, review the composition of your learners and their learning needs. Also, discuss the “average” number of disruptions in your class per day and the type of disruptions. How will these disruptions and how well your learning environment is equipped and supplied impact how you will plan and deliver your instruction? This information should be reviewed with your university supervisor as your first classroom journal assignment.
Impact on Student Learning

Like the clinical faculty they will be working with, teacher candidates will be responsible for student learning. For teacher candidates to determine the impact they are having on the students they are teaching, they must have knowledge and skills in planning and assessment.

Teacher candidates must complete the Impact on Student Learning Project. Completion of this culminating activity demonstrates expertise both in content and pedagogy, as well as reflection on clinical and classroom experiences. The purpose of these products is to demonstrate evidence of professional competence in university, state, and national professional teacher preparation standards.

Members of the DCEPS faculty will evaluate the product to determine whether a teacher candidate has successfully met the learning targets of this activity. The Impact on Student Learning Project is submitted through LiveText.

The Impact on Student Learning Project consists of seven sections: educational context; development, administration and analysis of pre-test; unit learning goals, standards, and objectives; development, administration and analysis of post-test; and reflection on teaching and learning. Each of these is detailed below.

1. Educational context
2. Pre-test
3. Analysis of pre-test data (graphical and narrative)
4. Planning & Instruction
5. Post-test
6. Analysis of post-test data (graphical and narrative)
7. Professional Learning & Reflection

Educational Context

Teacher candidates should clearly and thoroughly understand the contextual factors relevant to instructional planning. Data collection begins with the Assessment of the Instructional Environment (p. 33-34) Teacher candidates should demonstrate knowledge of students' varied approaches to learning, students' skills and prior learning, and classroom, school and community factors affecting student learning. There should be a logical connection between the relevant factors described and your instructional planning.

Pre-Test

Teacher candidates must align learning objectives directly with their pre-test. A description of how the pre-test was developed or selected must include the connection to instruction and alignment with standards of learning. A copy of the pre-test is to be submitted as an artifact.

Analysis of Pre-Test Data (graphical and narrative)

Teacher candidates should provide the data from the results of the pre-test. The pre-test data should be disaggregated by individual student. An analysis of the data from the pre-test should include reviewing class means, individual student scores (no names when reporting data), subgroup comparisons (gender, age, ethnicity, and diverse learners), range, and percentages and be presented in both graphic (charts, graphs etc.) and narrative formats. Analysis should also
include suggestions for making instructional decisions for the different sub-groups. Provide information of how the teacher candidate will use this data to make instructional decisions associated with the requirements of the content and the needs of students.

Planning & Instruction

Teacher candidates will use the DCEPS lesson plan to create a series of lessons. The plans MUST provide developmentally appropriate learning goals aligned with state standards, specific learning objectives, plans for communicating clear expectations to students, overall methods of instruction, and how to plan to assess student learning during the process (include pre-tests, formative assessments, and post-tests). Effective use of technology must be represented in the series of lessons, so consider opportunities to include technology-enhanced activities for extension or differentiation of learning. Provide a copy of the lesson plans with this assignment. Teacher candidates should ask their University supervisor or clinical faculty for feedback on plans. Use the results from the pre-test to modify instruction to better meet student needs. Provide instruction and monitor student progress toward meeting the learning expectations. Deliver instruction to students and carefully monitor the progress of each student through the learning process. Make additional modifications for individual students or the whole class as needed based on this monitoring and provide learner feedback.

Post-Test

Teacher candidates should provide a description of the post-test given to the class. Include teacher candidate expectations, and specific learning objectives considered when creating or selecting the post-test. A copy of the post-test is to be submitted as an artifact.

Analysis of Post-Test Data (graphic and narrative)

Teacher candidates should provide the data from the results of the post-test. The post-test should be disaggregated by individual student. An analysis of the results of the post-test should include reviewing class means, individual student scores (use a student variable not name when reporting data), sub-group comparisons (gender, age, ethnicity, and diverse learners), range, and percentages and be presented in both graphic (charts, graphs etc.) and narrative formats. Analysis should also include suggestions for making instructional decisions for the different sub-groups. Provide information of how the teacher candidate will use this data to make instructional decisions associated with the requirements of the content and the needs of students.

Professional Learning & Reflection

Based on the evidence of student learning, teacher candidates should identify insights on effective instruction and assessment. Teacher candidates should draw conclusions based on the tests and analysis of learning results, as well as research and theory. In the discussion of student learning and effective instruction, teacher candidates should make logical connections between the learning goals and learning objectives, instruction, and assessment results. Consider including in reflection reasons for the levels of performance on your post-test (e.g., Were there items on which students performed better or worse? Were the learning objectives appropriate given students’ prior knowledge, motivation, learning preferences?) Teacher candidates should reflect on the implications for future teaching, as well as implications for professional development.
ODU-DCOEPS Core Instructional Lesson/Unit Plan
By Old Dominion University College of Education and Professional Studies

<table>
<thead>
<tr>
<th>Teacher Candidate:</th>
<th>Date Taught:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cooperating Teacher:</td>
<td>School / District:</td>
</tr>
<tr>
<td>Grade:</td>
<td>Field Supervisor:</td>
</tr>
<tr>
<td>Unit / Subject:</td>
<td></td>
</tr>
<tr>
<td>Lesson Title / Focus:</td>
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</tbody>
</table>

**PLANNING AND PREPARATION**

**Content Knowledge** How was this lesson developed based on your research and knowledge of content and the discipline?

**Learner Differences**
How did this lesson develop as a result of your examination of research and data about student learning needs, how diverse students learn your content/lesson topic and how you can employ culturally sustaining pedagogies, difficulties students might have, gaps in their knowledge, assets they have, and so on?

**Outcomes/Goals** What will students be expected to know or do as a result of this lesson? Are these learning target(s)/outcome(s) appropriate based on your prior assessment/knowledge of students’ understandings? Are your targets/outcomes observable and measurable? What are your essential questions that align with the outcomes? List all outcomes associated with this lesson.

**Standards** Which content, state, and national standards connect with your outcomes? List the state, content, and national standard or standards that are being addressed.

**Resources and Materials** What resources and other materials will be incorporated and how will they promote active learning? Be specific. List all materials and resources needed for the lesson.

**Technology** Does technology enhance the design and delivery of your lesson? Does the use of technology promote active learning? Be specific. List all technology needed for both students and teacher.
INSTRUCTIONAL DELIVERY

Learning Environment How will you support individual and collaborative learning and foster positive interaction in the classroom?

Introduction/Activating Strategies How will you engage learners in the lesson and learning? How will you launch the lesson? How will you activate prior knowledge?

Instructional Strategies What learning activities do you have planned for the students? Include a variety of teaching strategies (methods). Activities are to be learner-centered (e.g., solve problems, construct models, design and perform experiments, read authentic resources, answer open-ended questions, support ideas with evidence, compose, analyze and interpret maps, draw conclusions.) Include guided process of learning. Include the opportunities learners will have to expand and solidify their understanding of the concept and/or apply it to a real-world situation. List any independent practice activities.

Closure How will you bring closure to the lesson?

Differentiation How will you adjust instruction, including incorporating technology, to meet the needs of a diverse set of learners?

Assessment: How will you measure understanding of the outcomes and standards? What type(s) of formative and summative assessment tasks/instruments (e.g., test, paper) and rubrics will be used?

PROFESSIONAL LEARNING

Reflection How will you evaluate your practice? Where did learners struggle in the lesson? How can the lesson be strengthened for improved student learning? Did the lesson reflect culturally sustaining pedagogies?
# Impact on Student Learning Rubric

<table>
<thead>
<tr>
<th></th>
<th>Exceeds Expectations</th>
<th>Meets Expectations</th>
<th>Developing</th>
<th>Does Not Meet Expectations</th>
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<tbody>
<tr>
<td><strong>Assessment</strong></td>
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</tr>
<tr>
<td><strong>Pre-test</strong></td>
<td>Candidate develops or selects a pre-test that is highly correlated with lesson objectives.</td>
<td>Candidate develops or selects a pre-test that is correlated with lesson objectives.</td>
<td>Candidate develops or selects a pre-test that has limited alignment with lesson objectives.</td>
<td>Candidate develops or selects a pre-test with little thought given to alignment with lesson objectives; assessment is not appropriate for the knowledge and/or skills being assessed.</td>
</tr>
<tr>
<td>Candidate designs and/or selects a pre-test to gauge students' levels of understanding.</td>
<td>The alignment between assessment and lesson objectives is strong and clear.</td>
<td>There is evidence of alignment between assessment and lesson objectives.</td>
<td>The alignment between assessment and lesson objectives is not clear.</td>
<td></td>
</tr>
<tr>
<td><strong>Graphic Representation of Data- Pre-Test</strong></td>
<td>Candidate includes multiple, varied representations of pre-test data to include charts and graphs that contain individual student scores, class mean, and sub-group means, and percentiles that fully describe the results from the data in a meaningful and accurate manner.</td>
<td>Candidate includes multiple representations of pre-test data to include charts and/or graphs that contain individual student scores, class and sub-group means and percentiles that describe the results from the data in a meaningful manner.</td>
<td>Candidate includes appropriate charts or another representation of pre-test data that contains individual student scores and class means but is missing or has inaccurate reporting of some data. Graphic information is not described or is incomplete.</td>
<td></td>
</tr>
<tr>
<td>Candidate creates a graphic representation of data in order to meaningfully demonstrate understanding of students' learning.</td>
<td></td>
<td></td>
<td>Candidate includes appropriate charts of pre-test data that contain class means and individual student scores but is missing or has inaccurate reporting of sub-groups and percentiles. Graphic information is not described.</td>
<td></td>
</tr>
<tr>
<td><strong>Narrative Analysis of Pre-Test Data</strong></td>
<td>Candidate narrative analysis of pre-test describes trends and patterns in data among identified class means, individual student scores, and subgroups.</td>
<td>Candidate narrative analysis of pre-test describes trends and patterns among identified class means, individual student scores, and subgroups.</td>
<td>Candidate narrative analysis of pre-test does not use data to describe trends and patterns identified among class means, individual student scores, and subgroups.</td>
<td>Candidate narrative lacks appropriate analysis of data required to describe trends and patterns identified among subgroups or to make instructional decisions.</td>
</tr>
<tr>
<td>Candidate writes a narrative analysis of pre-test data that helps them make decisions about planning and instruction.</td>
<td>Accurate conclusions concerning student’s prior knowledge are drawn. Interpretations delineate instructional decisions that will influence instruction during the lesson.</td>
<td>Conclusions concerning students’ prior knowledge are drawn, but the analysis is superficial. Instructional decisions that will influence instruction during the lesson are discussed.</td>
<td>The analysis is incomplete or offers a limited interpretation of the findings. Conclusions do not offer details about student’s prior knowledge or directions for future instructional decisions.</td>
<td></td>
</tr>
<tr>
<td><strong>Content Knowledge</strong></td>
<td>Candidate plan reflects extensive research and knowledge of the content, relations between important concepts, and of multiple instructional</td>
<td>Candidate plan reflects research and knowledge of the content and relations between important concepts, and of instructional practices specific to that discipline.</td>
<td>Candidate reflects some awareness of the important concepts in the discipline, relations between them and of the instructional practices specific to that discipline.</td>
<td>Candidate displays little knowledge of the content, relationships between different aspects of the content, or of the instructional</td>
</tr>
<tr>
<td>Candidate develops a lesson plan informed by</td>
<td></td>
<td></td>
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</tbody>
</table>

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38
<table>
<thead>
<tr>
<th><strong>Old Dominion University</strong></th>
<th><strong>Darden College of Education and Professional Studies</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>research and knowledge of content and discipline.</td>
<td>practices specific to that discipline.</td>
</tr>
<tr>
<td><strong>Learner Differences</strong></td>
<td><strong>Learner Differences</strong></td>
</tr>
<tr>
<td>Candidate develops a lesson plan informed by pre-test results and knowledge of learner differences.</td>
<td>Candidate demonstrates an understanding of each student’s background, culture, skills, language use, interests, and special needs from a variety of sources. Candidate uses this knowledge and the pre-test analysis to design instruction that is creative, effective, and maximizes learning for all students.</td>
</tr>
<tr>
<td><strong>Technology</strong></td>
<td><strong>Technology</strong></td>
</tr>
<tr>
<td>Candidate makes effective use of technology that supports student learning.</td>
<td>Candidate designs authentic learning activities that align with content area standards and use digital tools to maximize active, deep learning. Technology is used to create, adapt, and personalize learning experiences that foster independent learning and accommodate learner differences and needs, which promotes critical and/or creative thinking.</td>
</tr>
<tr>
<td><strong>Instruction</strong></td>
<td><strong>Instruction</strong></td>
</tr>
<tr>
<td><strong>Learning Environment</strong></td>
<td><strong>Learning Environment</strong></td>
</tr>
<tr>
<td>Candidate develops a lesson plan sequence that fosters interactions guided by respect and rapport.</td>
<td>Candidate develops a plan that encourages activities that establish positive interactions among students and fosters a respectful relationship between the teacher and individual students, reflecting sensitivity to students’ cultures and levels of development. These reflect general caring and are appropriate to the cultural and developmental differences among groups of students.</td>
</tr>
<tr>
<td><strong>Instructional Strategies</strong></td>
<td><strong>Instructional Strategies</strong></td>
</tr>
<tr>
<td>Candidate plans a series of learning</td>
<td>Candidate uses a plan that reflects a coordination of knowledge of content, of students’ cultural heritage and its importance, and of practices specific to that discipline.</td>
</tr>
<tr>
<td>Candidate uses a plan that reflects knowledge of content, of students’ cultural heritage and its importance, and of practices specific to that discipline.</td>
<td>Candidate uses a plan that reflects knowledge of content, of students’ cultural heritage and its importance, and of practices specific to that discipline.</td>
</tr>
<tr>
<td>Candidate uses a series of learning experiences that demonstrate partial alignment with instructional outcomes,</td>
<td>Candidate uses a series of learning experiences that are poorly aligned with the instructional outcomes and do not</td>
</tr>
<tr>
<td>Old Dominion University</td>
<td>Darden College of Education and Professional Studies</td>
</tr>
<tr>
<td>-------------------------</td>
<td>-----------------------------------------------------</td>
</tr>
<tr>
<td>experiences aligned with instructional outcomes presented in a coherent structure.</td>
<td>resources to design a series of learning experiences aligned to instructional outcomes and suitable for students.</td>
</tr>
<tr>
<td>The structure of the strategies is clear and allows for different pathways according to student needs.</td>
<td>some of which are likely to engage students in significant learning.</td>
</tr>
<tr>
<td>The structure of the strategies is recognizable and reflects partial knowledge of students, including their cultural heritage and its importance, and resources.</td>
<td>represent a coherent structure.</td>
</tr>
<tr>
<td>They are suitable for only some students.</td>
<td></td>
</tr>
</tbody>
</table>

**Differentiation**

Candidate identifies methods to differentiate instruction to engage and challenge a variety of learners.

Candidate includes a variety of teaching strategies, methods, and assessments developed to meet the needs of individual learners that engage and challenge all students.

Candidate includes appropriate teaching strategies, methods, and assessments that are differentiated and can engage and challenge all students.

Candidate displays an awareness of appropriate teaching strategies, methods, and assessments with differentiation for different students that can engage and challenge all students.

Candidate does not include teaching strategies, methods, or assessments that can engage and challenge all students.

**Assessment**

**Post-test**

Candidate designs and/or selects a post-test to gauge students' levels of understanding.

Candidate develops or selects a post-test that is highly correlated with lesson objectives.

The alignment between assessment and lesson objectives is strong and clear.

Candidate develops or selects a post-test that has limited alignment with lesson objectives.

The alignment between assessment and lesson objectives is not clear.

Candidate develops or selects a post-test with little thought given to alignment with lesson objectives; assessments are not appropriate for the knowledge and/or skills being assessed.

**Graphic Comparison of Pre/Post-test Data**

Candidate reports graphically on student-learning data in order to meaningfully demonstrate understanding of each student's learning.

Candidate includes multiple, varied representations of pre- and post-test data, to include charts and graphs.

Individual student scores, class means, and subgroup scores, including percentiles and paired pre- and post-test data, are accurate and displayed.

Graphic information from the data is fully described in a meaningful and accurate manner.

Candidate includes multiple representations of pre- and post-test data, to include charts and/or graphs.

Individual student scores, class means, and sub-group scores including percentiles and paired pre-and post-test data, are accurate and displayed.

Graphic information from the data is described.

Candidate includes basic representation of pre- and/or post-test data.

Individual scores, class means, and/or sub-groups scores are included, but paired data or percentiles are misrepresented.

Graphic information from the data is not described or is incomplete.

Candidate includes inadequate representation pre- and/or post-test data. Charts and graphs are missing, or they are present but not meaningful or accurate.

Individual scores and/or class means and/or sub-groups scores are included, but lack or misrepresent paired data or percentiles.

Graphic information from the data is not described.
<table>
<thead>
<tr>
<th>Professional Learning</th>
<th>Reflection</th>
<th>Observation</th>
<th>Observation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Candidate engages in self-reflection of teaching practice.</td>
<td>Candidate’s reflection on lesson is thoughtful and accurate, citing specific indicators of effectiveness based on multiple data points. Thoughtful consideration is given to reflecting on meeting the needs of diverse learners. Teacher candidate draws on an extensive repertoire to suggest specific alternative actions and predict the likely success of each.</td>
<td>Candidate provides an accurate and objective description of the lesson, citing specific evidence. Teacher candidate makes some specific suggestions as to how the lesson might be improved. Teacher candidate engages in self-reflection of teaching practice but does not articulate adjustments needed to improve personal practice and its impact on diverse learners.</td>
<td>Candidate provides a partially accurate and objective description of the lesson but does not cite specific evidence. Teacher candidate makes only general suggestions as to how the lesson might be improved. Candidate does not self-reflect, or self-reflection does not indicate understanding of the adjustments needed to improve professional practice and its impact on diverse learners.</td>
</tr>
</tbody>
</table>
Introduction to the Professional Portfolio

What is professional portfolio?

A professional portfolio is a tool judiciously and carefully crafted to approximately showcase the work of a professional educator while providing evidence of career growth. It is NOT simply a gathering of all the lesson plans, papers, and assignments completed during a designated time period that has been placed in a notebook/scrapbook. Campbell, Cignetti, Melenyzer, Nettles, and Wyman (1997) defined a portfolio as being an organized goal-driven exhibit providing evidence of understanding and performance.

As a candidate in Darden College of Education and Professional Studies’ teacher preparation program, the portfolio you develop is an evolving structure that will help document growth over time. It promotes self-reflection and critical analysis in ways that help you understand the complexities of teaching. Serving as a thread that weaves all parts of the teacher preparation program together, the portfolio helps you integrate knowledge and basic skills from across diverse courses and experiences during your years of study. The portfolio process allows you, as well as your instructors, to visualize the entire conceptual framework of teacher as professional educator with all the diverse theoretical and practical activities that shape learning.

A professional teaching portfolio offers you a means of presenting your case coherently. It shows school officials why your candidacy is worthy of special notice and gives them the opportunity to view materials beyond those in the professional credentials file you submit to a school division as part of your application for employment. Your portfolio design can showcase your strengths and abilities in a way that is both professional and uniquely your own.

It includes a variety of documents to highlight your professional achievements in a cohesive manner and may be in paper or electronic format. You are encouraged to consider an electronic format because it offers the distinct advantages of portability, accessibility, and connectivity. Additionally, it can easily be updated and revised and provides unique opportunities for demonstrating technological expertise.

What is the portfolio process?

Your portfolio can be a perpetual workspace in which to examine and evaluate various aspects of your teacher preparation program. While initially you will want to collect everything that might be of interest, from videotapes of teaching to informal learner evaluations to papers on relevant topics, your portfolio will be more than just a scrapbook collection.

The key to the portfolio process is in understanding the relationship between the portfolio organization, material collection, selection of material, and reflection of growth. A portfolio only begins to take shape as you select and arrange the evidence contained in your collection with a particular audience or purpose in mind. Then, when you go on to compose reflections exploring the meaning of the evidence, your work folder is transformed into a potentially powerful document—your professional portfolio—representing a self-aware professional.
Organization

The portfolio is organized into four (4) sections – Portfolio Overview Statement, Professional Preparation, Pre-service Teaching Competencies, and Reflective Behavior and Strategies to manage the learning environment.

Collection

Each section identifies specific artifacts to be included in the portfolio. You may want to become a “pack rat”, collecting everything related to your work as a teacher. Read the definition for each artifact and include only the best representation for that artifact. Example artifacts may include items such as:

- Lesson plans
- Unit plans
- Journal reflections
- Curriculum materials
- Field experience evaluation forms
- Samples of learner work stemming from lessons you have taught
- Video & audio tapes
- Curriculum maps
- Photographs
- Papers &/or reviews of professional readings
- Administrator feedback
- Letters of recommendation and appreciation
- Activities in professional organizations
- Certificates
- Honors and awards
- Written reflections on the meaning of teaching

Keep journals and write regularly about your thinking, what you are reading, and what you are doing. What did learners do that excited you as a teacher? What did learners bring with them that allowed you personally to learn?

Selection

Three general rules can help you select those items from your collection that will show who you are as a teacher:

1. Explain the artifacts. Orient your supervisor to the connection you see between the standard and the artifact.
2. Consider variety and flexibility when selecting artifacts.
3. Include no less than the minimum requirements for the portfolio
1) **Explain the artifacts.**

Through detailed descriptions in Section II you will show the reader how each artifact illustrates the multiple competencies you have addressed as a teacher. Include specific examples from the artifacts when you refer to them to draw out their unique features. Artifacts should be related to the ODU conceptual framework and to your professional organization. Your written explanation of the artifacts will demonstrate how you have grown in understanding over time.

2) **Consider variety and flexibility when selecting artifacts.**

Include as many kinds of artifacts as possible to make the portfolio interesting and to show your diversity. Different types of lesson plans, pictures, and assessments will mostly come from your **impact on student learning project and unit plan.** In addition, it will come from the behavior reflection and learner work.

3) **Include no less than the minimum requirements for the portfolio.**

Ensure all items are included.

Requirements for the portfolio are found in the portfolio checklist. See the details in each section from I and II.

*Final Note*

Please note that since your portfolio is an evolving document, it is beneficial to select items that give evidence of growth and change in your philosophy and understanding of the interrelationships of the coursework and classroom experiences as you progress through the program. Since portfolio assessment for teachers as professionals is being endorsed at state and national levels in the United States, you will want to continue to develop your portfolio as you move through your teaching career.

**Portfolio Overview Statement**

Submit a one-page statement that provides an overview of your portfolio. In this overview summarize YOUR GROWTH throughout your program and student teaching semester to include professional preparation, teaching competencies, and strategies to manage the learning environment.

**DEVELOPMENT CHECKLIST FOR PROFESSIONAL PORTFOLIO (PRESERVICE)**

I. **Professional Preparation (All elements required.)**

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<table>
<thead>
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<tbody>
<tr>
<td>A</td>
<td>Candidate's Information (see below)</td>
</tr>
<tr>
<td>B</td>
<td>Statement of personal teaching philosophy</td>
</tr>
<tr>
<td>C</td>
<td>Resume</td>
</tr>
<tr>
<td>D</td>
<td>Graduate and undergraduate transcripts</td>
</tr>
<tr>
<td>E</td>
<td>Professional Assessments score reports (PRAXIS I/Praxis Core or equivalent scores on SAT or ACT, Praxis II, VCLA, and RVE/VRA where applicable)</td>
</tr>
</tbody>
</table>
A. Candidates Information
- Candidate’s First Name
- Candidate’s Last Name
- UIN
- Candidate Status (UG, GR, Post-baccalaureate endorsement)
- Academic Year
- Semester
- Program/Endorsement Area

B. Statement of Personal Teaching Philosophy
2-4-page discussion of your personal teaching philosophy as a professional educator in your specific discipline. Be sure to discuss your philosophy in terms of the Darden College of Education and Professional Studies Conceptual Framework.

C. Resume – The resume should be no more than two pages long and should highlight educational experience.

D. Graduate and undergraduate transcripts – Unofficial transcripts are appropriate until the end of approved program experience.

E. Professional Assessments score reports (PRAXIS I/ Praxis Core or equivalent scores on SAT or ACT, Praxis II, VCLA, and RVE/VRA where applicable) – All licensure tests should be included. They will be required when applying for positions. Institutions of higher education will not be able to provide copies.

F. Child abuse and neglect recognition reporting certificate and First Aid, CPR, AED training. These items will be required when applying for a Virginia teaching license. Each item must be current.

G. Letters of recommendation (3-5). Letters of recommendation must be professional in nature. Letters from parents and friends are not appropriate.

H. Copies of all testing certifications and licenses. Include any type of certificate or license that may assist you in obtaining a position. This could include physical training, lifeguard, sign language, driver’s license, etc.

I. Evaluations – Observation, practicum, and teacher candidate internship.
II. Pre-service teaching Competencies (All elements required.)

The Professional Portfolio Committee devised a common core of competencies which were inspired by those standards recommended by professional organizations and utilized by NCATE/CAEP for purposes of accreditation. The professional education organizations included: Association for Childhood Education International (ACEI), International Technology Education Association/ Council on Technology Teacher education (ITEA/CTTE), National Association for the Education of Young Children (NAEYC), National Council of Teachers of English (NCTE), National Council of Teachers of Mathematics (NCTM), National Middle School Association (NMSA), National Science Teachers Association (NSTA) and National Council for the Social Studies (NCSS).

While the process of developing a portfolio may seem like a daunting task at first, the key to making this task manageable is to follow the guidelines provided for developing the portfolio. These guidelines will define expectations for each section of your portfolio. They have been provided to help you as you begin your portfolio preparation and are required components of your portfolio; however, you are encouraged to extend beyond these requirements so that your portfolio becomes a document that reflects your creativity and individuality. Remove from artifacts all reference to K-12 school names, and learner names. Use aliases if necessary.

These artifacts should come from the unit in the “Impact in Student Learning Assignment”, and other supplemental materials from your program of study. Per competency, write a one-half to one-page reflection addressing your growth as supported by reference to 2-4 artifacts. Be sure to clearly describe in what ways each referenced artifact illustrates your growth. For each of the following indicators the candidate will provide evidence of growth in knowledge, understanding and disposition, including design and appropriate use of:

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<table>
<thead>
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<tbody>
<tr>
<td>A</td>
<td>Learner-centered and/or differentiated instruction providing for special needs learners and individual learner needs</td>
</tr>
<tr>
<td>B</td>
<td>Instructional and curricular adaptions for multicultural, ethnic, socio-economic, and linguistic diversity, and gender equity</td>
</tr>
<tr>
<td>C</td>
<td>Developmentally appropriate instruction</td>
</tr>
<tr>
<td>D</td>
<td>Standards-based instruction</td>
</tr>
<tr>
<td>E</td>
<td>Candidates will demonstrate the essential knowledge, skills, and processes in the content area they will be endorsed and demonstrate the ability to deliver instruction that uses inquiry, critical thinking, and problem-based learning within and across various disciplines</td>
</tr>
<tr>
<td>F</td>
<td>Engagement of learners in studies of the nature of the respective disciplines</td>
</tr>
<tr>
<td>G</td>
<td>Authentic learning experiences providing for connections to human values and endeavors as well as the personalities, needs, and interest of learners</td>
</tr>
<tr>
<td>H</td>
<td>Integration of technology and media resources for instruction, classroom organization, and pupils learning</td>
</tr>
<tr>
<td>I</td>
<td>Various formal and informal methods of assessment and evaluation of learners utilized to inform instruction and learning.</td>
</tr>
</tbody>
</table>
Candidates are required to collect artifacts during the completion of the “impact on student learning unit”, or other supplemental materials which will support the following standards-based competencies.

A. Learner-centered and/or differentiated instruction providing for special needs learners and individual learner needs.

Candidates provide evidence that they:

- Honor individual differences among learners by utilizing multiple approaches to thinking and learning
- Develop and implement an integrated curriculum that focuses on children’s needs and interests.

B. Instructional and curricular adaptations for multicultural, ethnic, socio-economic, and linguistic diversity, and gender equity.

Candidates provide evidence that they:

- Plan instructional activities appropriate to the needs of culturally, ethnically, economically, and linguistically diverse learners and those with exceptional learning needs.
- Use their knowledge of learner diversity to affirm and support full participation of all learners.
- Use a variety of approaches to instruction in diverse settings and with learners with diverse backgrounds, interests and abilities.

C. Developmentally appropriate instruction

Candidates provide evidence that they:

- Know, understand, and use the major concepts, principles, theories, and research related to the development of children and young adolescents.
- Consider, accommodate, and integrate the cognitive, linguistic, physical, social, and emotional development characteristics of children and young adolescents.
- Plan and implement developmentally appropriate/responsive curriculum and instructional practices based on knowledge of individual children, the community, and curriculum goals and content.

D. Standards-based instruction

Candidates provide evidence that they:

- Know and understand the major concepts and principles of their teaching discipline(s) as defined by educational state and national standards.
- Relate plans and resources to professionally developed state and national standards.
E. Candidates will demonstrate the essential knowledge, skills, and processes in the content area they will be endorsed in and demonstrate the ability to deliver instruction that uses inquiry, critical thinking, and problem-based learning within and across various disciplines.

Candidates provide evidence that they:

- Know, understand, and use the central concepts, structures of content and tools of inquiry for learners across the grades.
- Know, understand, and use the connections among concepts, procedures, and applications from content areas to motivate learners and build understanding.
- Teach the basic concepts and skills of inquiry and communication as integral to all learning.
- Cultivate skills in recognizing and solving problems.
- Help learners develop lifelong habits of critical thinking and judgement.

F. Engagement of learners in the studies of the nature of the respective disciplines

Candidates provide evidence that they can define the values, beliefs, and assumptions inherent to the creation of knowledge within their respective fields and contrast that knowledge to other ways of knowing. Nature of the discipline refers to characteristics distinguishing the discipline from other ways of knowing; i.e., characteristics distinguishing basic science, applied science, and technology; processes and conventions of science as a professional activity; and standards defining acceptable evidence and scientific explanation. Candidates engage K-12 learners effectively in studies of the nature of science and conventions of scientific explanation. Candidates should think of this standard as a way to connect students to the things “real scientists” or “real authors” or “real artists” do, for example.

G. Authentic learning experiences providing for connections to human values and endeavors, as well as the personalities, needs, and interests of the learners.

Candidates provide evidence that they:

- Encourage the application of knowledge, skills, tools, and ideas to real world issues.
- Help learners realize how knowledge, skills, and ideas relate to their lives and to other real-world situations.
- Know and understand the relationship of various disciplines to other human values and endeavors.

H. Integration of technology and media resources for instruction, classroom organization, and pupil learning.

Candidates provide evidence that they:

- Use assessment as an integral part of instruction and learning
• Align their instructional and assessment practices.
• Use formative and summative methods to determine learners’ understanding and to monitor their own teaching effectiveness.
• Use a variety of formal and informal assessment techniques (e.g., observation, portfolios of learner work, teacher-made tests, performance tasks, projects, learner self-assessments, peer assessment, and standardized tests.)

III. Reflective behavior and strategies to manage the learning environment
(All elements required)

Reflect on a behavior encountered during student teaching that was challenging. Document how you handled the situation. Answer the following questions:

| A | Reflect on an individual learner behavior or a classroom behavior encountered during student teaching that was challenging |
| B | Document how you handled the situation. |
| C | What type of strategies did you use? |
| D | What was the outcome (successes and frustrations)? |
| E | Did you believe the overall outcome of your strategies was successful (why or why not)? Please explain. |
| F | What areas of growth did you experience from implementing this plan and working with this learner and/or group? |

Behavior is one of the greatest challenges today’s teacher faces, especially when students getting special education services are in inclusive classrooms. This section is designed to provide the candidate with the opportunity to observe and practice strategies to support their students. The goal is to create an instructional environment that increases the likelihood of increased student success.

A. Observe and practice principles of effective classroom management.

Candidates provide evidence in their reflective journal that they:

• Establish effective classroom expectations.
• Develop and maintain predictable classroom schedules and routines.
• Consider learner’s needs in establishing group strategies.

B. Observe and practice the principles of effective behavior management.

Candidates provide evidence in their reflective journal that they:

• Use reinforcement strategies to promote positive learners’ responses.
• Collect and analyze data to assist in the decision-making process.
• Apply behavior change procedures as consistently and immediately, as possible.
C. **Use a range of strategies to promote positive relationships, cooperation, conflict resolution, and purposeful learning in the classroom.**

Candidates provide evidence in their reflective journal that they:

- Implement and monitor research-based strategies.
- Work as a member of the instructional team.

D. **Create learning communities in which learners assume responsibility for themselves and one another, participate in decision-making, work collaboratively and independently, and engage in purposeful learning activities.**

Candidates provide evidence in their reflective journal that they:

- Teach and reinforce individual accountability in the classroom.
- Provide opportunities for students to work cooperatively on various tasks.

E. **Understand and use appropriate and effective interpersonal and small group communication techniques to create an effective learning environment.**

Candidates provide evidence in their reflective journal that they:

- Use effective interpersonal communication strategies to communicate with learners, colleagues, and parent/guardians.
- Teach learners skills that will increase their ability to communicate effectively.

F. **In reviewing items, A-E above, explain how you grew as a professional.**

Candidates provide evidence in their reflective journal that they:

- Use effective strategies to develop individual learner behavior and/or classroom behavior encountered during the student teaching experience.
- Provide evidence of successes and/or frustration of strategies used to work with individual learner behavior and/or classroom behavior.
**Teacher Candidate Portfolio Rubric**

<table>
<thead>
<tr>
<th>Portfolio Overview 3/20 (15%)</th>
<th>Meets Standards (2 pts)</th>
<th>Needs Improvement (1pt)</th>
<th>Unacceptable (0 pts)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal teaching philosophy is written in a complete and cohesive manner. Professional growth statement fully addresses transition from early field experience to student teaching. The professional growth statement clearly incorporates the Conceptual Framework, Educator as Professional.</td>
<td>Personal teaching philosophy is written in a manner that is partially complete. Professional growth statement partially addresses transition from early field experience to student teaching. The professional growth statement fails to clearly incorporate the Conceptual Framework, Educator as Professional.</td>
<td>Personal teaching philosophy is incomplete. The statement regarding growth in the profession is not present or disorganized and poorly presented. Professional growth statement does not address transition from early field experience to student teaching. The professional growth statement fails to incorporate the Conceptual Framework, Educator as Professional.</td>
<td></td>
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</tbody>
</table>

| Professional Preparation Attachments/Information 3/20 (15%) | All attachments included for Resume, Transcripts, Test Scores, Certifications, and Letters of Recommendations. | More than half of the required professional attachments are provided. | Less than half of the required professional attachments are provided. |

| Resume 2/20 (10%) | Resume is limited to 1-2 pages, contains personal contact information, educational history, work experience, licensure information, professional membership, and extra-curricular activities. | Resume is limited to 1-2 pages, contains partial personal contact information, educational history, work experience, licensure information, professional membership, and extra-curricular activities. | Resume is limited to 1-2 pages, contains less than half of the required personal contact information, educational history, work experience, licensure information, professional membership, and extra-curricular activities. |

| Pre-Service teaching Competencies 6/20 (30%) | Teacher candidate attached 2-4 artifacts for all 9 competency areas (A-I). Each competency has a well written half-page reflection explaining the artifact. | Teacher candidate only provided artifacts for 6 competencies out of 9 (A-I). Each competency had a written reflection. The reflection explained the artifact. | Teacher candidate provided artifacts for less than 6 competencies (A-I). The reflections are poorly written. |

| Behavior Reflections 4/20 (20%) | Teacher candidate included reflection for each question A-F (6 questions). Each question has a well written half-page reflection explaining the outcome. | Teacher candidate included 4 out of 6 reflections (4 questions). Each question has a written reflection. The reflection explains the outcome. | The written reflection did not explain the outcome. |

| Writing and Grammar 2/20 (10%) | All written statements are free of spelling and/or grammatical errors. | Written statements contain up to three spelling and/or grammatical errors | Written statements contain more than three spelling and/or grammatical errors. |
PART THREE

EVALUATION PROCEDURES
EVALUATION

ROLES OF THE CLINICAL FACULTY AND UNIVERSITY SUPERVISOR

The purposes for evaluating teacher candidates parallel those of teacher evaluations.

- To improve instruction by providing constructive feedback regarding strengths and weakness.
- To provide documentation to the university.
- To provide documentation to prospective employers regarding the progress the teacher candidate has demonstrated during the internship experience.

In any evaluation process, the purposes are best served when the evaluator has frequent and regular opportunities to observe and coach. Therefore, the clinical faculty maintains the primary role as evaluator of the teacher candidate’s daily performance in the classroom.

The role of the university supervisor has been defined as that of a student advocate, a supporter, collaboration with clinical faculty, and a link between the public school and the university. During the university supervisor’s visits, she/he will observe the teacher candidate’s instructional skills, management skills, professional attributes and provide feedback. During conferences with both the clinical faculty and the teacher candidate, the university supervisor will facilitate discussion about the teacher candidate’s classroom performance. Because of the frequency of the visits by the university supervisor, she/he can determine early in the semester whether a recommendation to the Director ought to be made concerning a placement in an alternative setting. Otherwise, assuming the placement is appropriate, the university supervisor’s primary role is to facilitate success.

The clinical faculty and the university supervisor jointly evaluate the teacher candidate at the mid-point and at the end of the internship experience. Then together present the evaluation to the teacher candidate. If there is a discrepancy in perceptions between the clinical faculty and the university supervisor regarding the teacher candidate’s performance both a school administrator and the Director of Clinical Experiences will attempt to mediate. If mutual agreement cannot be reached, the university supervisor may attach his/her own evaluation of the teacher candidate for the placement file indicating his/her perceptions of the teacher candidate’s strengths.
TEACHER CANDIDATE PROFESSIONAL ATTRIBUTES AND INSTRUCTIONAL DEVELOPMENT SCALES

Teacher Candidate: ___________________________ Semester/Year ______________

UIN: ____________________ Undergraduate ☐ Graduate ☐ Post-Baccalaureate ☐

Endorsement Area Student is Seeking: ________________________________

Clinical Faculty: ___________________________ Clinical Faculty Email: ___________________________

University Supervisor: ________________________ University Supervisor Email: ________________________

School Division /District: ________________________ Assigned School: ________________________

Signatures (following review of each evaluation) ☐ Mid-term Evaluation ☐ Final Evaluation

Teacher Candidate: ___________________________ Date: ___________________________

Clinical Faculty: ___________________________ Date: ___________________________

University Supervisor: ________________________ Date: ___________________________

DIRECTIONS:

The purpose of the Framework for Teaching Evaluation Instrument is to provide the Darden College of Education and Professional Studies, The College of Arts and Letters, and the College of Sciences faculty with specific, relevant information regarding a teacher candidate’s progress. It is designed to assess beginning teacher performance on 4 different domains: Planning and Preparation, The Classroom Environment, Instruction, and Professional Responsibilities. The scale is based on CAEP Standards, INTASC standards, and Virginia Department of Education Guidelines for the Evaluation of Teachers.

Each area is comprised of specific elements that measure the teacher candidate’s performance. The elements are measured with a four (4) point rubric with leveled criteria. For each element please rate the behavior the teacher candidate typically displays. Please elaborate further in the comment section with additional feedback that will help the teacher candidate continue to progress.
### 1. Planning and Preparation

<table>
<thead>
<tr>
<th>Criterion</th>
<th>Exceeds Expectations</th>
<th>Meets Expectations</th>
<th>Developing</th>
<th>Does Not Meet Expectations</th>
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<tbody>
<tr>
<td>1a: Demonstrating Knowledge of Content and Pedagogy</td>
<td>The teacher displays extensive knowledge of the important concepts in the discipline and how these relate both to one another and to other disciplines. The teacher demonstrates understanding of prerequisite relationships among topics and concepts and understands the link to necessary cognitive structures that ensure student understanding. The teacher’s plans and practice reflect familiarity with a wide range of effective pedagogical approaches in the discipline and the ability to anticipate student misconceptions.</td>
<td>The teacher displays solid knowledge of the important concepts in the discipline and how these relate to one another. The teacher demonstrates accurate understanding of prerequisite relationships among topics. The teacher’s plans and practice reflect familiarity with a wide range of effective pedagogical approaches in the subject.</td>
<td>The teacher is familiar with the important concepts in the discipline but displays a lack of awareness of how these concepts relate to one another. The teacher indicates some awareness of prerequisite knowledge important to student learning of the content. The teacher displays little or no understanding of the range of pedagogical approaches suitable to student learning of the content.</td>
<td>In planning and practice, the teacher makes content errors or does not correct errors made by students. The teacher displays little understanding of prerequisite knowledge important to student learning of the content. The teacher displays little or no understanding of the range of pedagogical approaches suitable to student learning of the content.</td>
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</table>

1b: Demonstrating Knowledge of Students

The teacher understands the active nature of student learning and acquires information about levels of development for individual students. The teacher also systematically acquires knowledge from several sources about individual students’ varied approaches to learning, knowledge and skills, special needs, and interests and cultural heritages.

The teacher understands the active nature of student learning and attains information about levels of development for groups of students. The teacher also purposefully acquires knowledge from several sources about groups of students’ varied approaches to learning, knowledge and skills, special needs, and interests and cultural heritages.

The teacher displays generally accurate knowledge of how students learn and of their varied approaches to learning, knowledge and skills, special needs, and interests and cultural heritages, yet may apply this knowledge not to individual students but to the class as a whole.

The teacher displays minimal understanding of how students learn—and little knowledge of their varied approaches to learning, knowledge and skills, special needs, and interests and cultural heritages—and does not indicate that such knowledge is valuable.

1c: Setting Instructional Outcomes

All outcomes represent high-level learning in the discipline. They are clear, are written in the form of questions.

Most outcomes represent rigorous and important learning in the discipline.

Outcomes represent moderately high expectations and rigor. Some reflect

The outcomes represent low expectations for students and lack of

55
<table>
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<tr>
<th>1d: Demonstrating Knowledge of Resources</th>
<th>1e: Designing Coherent Instruction</th>
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<tbody>
<tr>
<td>The teacher's knowledge of resources for classroom use and for extending one's professional skill is extensive, including those available through the school or district, in the community, through professional organizations and universities, and on the Internet.</td>
<td>The sequence of learning activities follows a coherent sequence, is aligned to instructional goals, and is designed to engage students in high-level cognitive activity. These are appropriately differentiated for individual learners. Instructional groups are varied appropriately, with some opportunity for student choice.</td>
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<tr>
<td>The teacher displays awareness of resources beyond those provided by the school or district, including those on the Internet, for classroom use and for extending one's professional skill, and seeks out such resources.</td>
<td>Most of the learning activities are aligned with the instructional outcomes and follow an organized progression suitable to groups of students. The learning activities have reasonable time allocations; they represent significant cognitive challenge, with some differentiation for different groups of students and varied use of instructional materials.</td>
</tr>
<tr>
<td>The teacher displays some awareness of resources beyond those provided by the school or district for classroom use and for extending one's professional skill but does not seek to expand this knowledge.</td>
<td>Some of the learning activities and materials are aligned with the instructional outcomes and represent moderate cognitive challenge, but with no differentiation for different students. Instructional groups partially support the activities, with some variety. The lesson or unit has a recognizable structure; but the progression of activities is uneven, with only some reasonable time allocations.</td>
</tr>
<tr>
<td>The teacher is unaware of resources to assist student learning beyond materials provided by the school or district, nor is the teacher aware of resources for expanding one’s own professional skill.</td>
<td>Learning activities are poorly aligned with the instructional outcomes, do not follow an organized progression, and are not designed to engage students in active intellectual activity, and have unrealistic time allocations. Instructional groups are not suitable to the activities and offer no variety.</td>
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<td>1f: Designing Student Assessments</td>
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<td>All the instructional outcomes may be assessed by the proposed assessment plan, with clear criteria for assessing student work. The plan contains evidence of student contribution to its development. Assessment methodologies have been adapted for individual students as the need has arisen. The approach to using formative assessment is well designed and includes student as well as teacher use of the assessment information.</td>
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<tr>
<td>2. The Classroom Environment</td>
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<td></td>
<td>2a: Creating an Environment of Respect and Rapport</td>
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<td></td>
<td>Classroom interactions between teacher and students and among students are highly respectful, reflecting genuine warmth, caring, and sensitivity to students as individuals. Students exhibit respect for the teacher and contribute to high levels of civility among all members of the class. The net result is an environment where all students feel valued and are comfortable taking intellectual risks.</td>
<td>Teacher-student interactions are friendly and demonstrate general caring and respect. Such interactions are appropriate to the ages, cultures, and developmental levels of the students. Interactions among students are generally polite and respectful, and students exhibit respect for the teacher. The teacher responds successfully to disrespectful behavior among students. The net result of the interactions is polite, respectful, and business-like, though students may be somewhat cautious about taking intellectual risks.</td>
<td>Patterns of classroom interactions, both between teacher and students and among students, are generally appropriate but may reflect occasional inconsistencies, favoritism, and disregard for students’ ages, cultures, and developmental levels. Students rarely demonstrate disrespect for one another. The teacher attempts to respond to disrespectful behavior, with uneven results. The net result of the interactions is neutral, conveying neither warmth nor conflict.</td>
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<tbody>
<tr>
<td>2b: Establishing a Culture for</td>
<td>The classroom culture is a cognitively busy place,</td>
<td>The classroom culture is a place</td>
<td>The classroom culture is characterized by a</td>
</tr>
</tbody>
</table>
### Learning

- **where learning is valued by all; high expectations for both learning and hard work are the norm for most students. Students understand their role as learners and consistently expend effort to learn. Classroom interactions support learning, hard work, and the precise use of language.**

- **characterized by a shared belief in the importance of learning. The teacher conveys high expectations for learning for all students and insists on hard work; students assume responsibility for high quality by initiating improvements, making revisions, adding detail, and/or assisting peers in their precise use of language.**

- **characterized by little commitment to learning by the teacher or students. The teacher appears to be only “going through the motions,” and students indicate that they are interested in the completion of a task rather than the quality of the work. The teacher conveys that student success is the result of natural ability rather than hard work, and refers only in passing to the precise use of language. High expectations for learning are reserved for those students thought to have a natural aptitude for the subject.**

### 2c: Managing Classroom Procedures

- **Instructional time is maximized due to efficient and seamless classroom routines and procedures. Students take initiative in the management of instructional groups and transitions, and/or the handling of materials and supplies. Routines are well understood and may be initiated by students. Volunteers and paraprofessionals make an independent contribution to the class.**

- **There is little loss of instructional time due to effective classroom routines and procedures. The teacher’s management of instructional groups and transitions, or handling of materials and supplies, or both, are consistently successful. With minimal guidance and prompting, students follow established classroom routines and volunteers and paraprofessionals contribute to the class.**

- **Some instructional time is lost due to partially effective classroom routines and procedures. The teacher’s management of instructional groups and transitions, or handling of materials and supplies, or both, are inconsistent, leading to some disruption of learning. With regular guidance and prompting, students follow established routines and volunteers and paraprofessionals perform their duties.**

- **Much instructional time is lost due to inefficient classroom routines and procedures. There is little or no evidence of the teacher’s managing instructional groups and transitions and/or handling of materials and supplies effectively. There is little evidence that students know or follow established routines, or that volunteers or paraprofessionals have clearly defined tasks.**

### 2d: Managing Student Behavior

- **Student behavior is entirely appropriate. Students take an active role in monitoring their own behavior and/or that of others in the classroom.**

- **Student behavior is generally appropriate. The teacher monitors student behavior against established standards of conduct and appears to have been established, but their implementation is inconsistent. The teacher’s attempts to manage student behavior are generally successful, but with occasional lapses.**

- **Standards of conduct appear to have been established, but their implementation is inconsistent. The teacher appears to be no established standards of conduct, or students challenge them. There is little or no teacher**
<table>
<thead>
<tr>
<th>2e: Organizing Physical Space</th>
<th>The classroom environment is safe, and learning is accessible to all students, including those with special needs. The teacher makes effective use of physical resources, including computer technology. The teacher ensures that the physical arrangement is appropriate to the learning activities. Students contribute to the use or adaptation of the physical environment to advance learning.</th>
<th>The classroom is safe, and students have equal access to learning activities; the teacher ensures that the furniture arrangement is appropriate to the learning activities and uses physical resources, including computer technology, effectively.</th>
<th>The classroom environment is unsafe, or learning is not accessible to many. There is poor alignment between the arrangement of furniture and resources, including computer technology, and the lesson activities.</th>
</tr>
</thead>
<tbody>
<tr>
<td>3. Instruction</td>
<td>The teacher links the instructional purpose of the lesson to the larger curriculum; the directions and procedures are clear and anticipate possible student misunderstanding. The teacher’s explanation of content is thorough and clear, developing conceptual understanding through clear scaffolding and connecting with students’ interests. Students contribute to extending the content by explaining concepts to their classmates and suggesting strategies that might be used. The teacher’s spoken and written language is expressive, and the teacher finds opportunities to extend students’ vocabularies, both within</td>
<td>The instructional purpose of the lesson is clearly communicated to students, including where it is situated within broader learning; directions and procedures are explained clearly and may be modeled. The teacher’s explanation of content is scaffolded, clear, and accurate and connects with students’ knowledge and experience. During the explanation of content, the teacher focuses, as appropriate, on strategies students can use when working</td>
<td>The instructional purpose of the lesson is unclear to students, and the directions and procedures are confusing. The teacher’s explanation of the content contains major errors and does not include any explanation of strategies students might use. The teacher’s spoken or written language contains errors of grammar or syntax. The teacher’s academic vocabulary is inappropriate, vague, or used incorrectly, leaving students confused.</td>
</tr>
<tr>
<td>3b: Using Questioning and Discussion Techniques</td>
<td>3c: Engaging Students in Learning</td>
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<tr>
<td>The teacher uses a variety of questions or prompts to challenge students cognitively, advance high-level thinking and discourse, and promote metacognition. Students formulate many questions, initiate topics, challenge one another’s thinking, and make unsolicited contributions. Students themselves ensure that all voices are heard in the discussion.</td>
<td>Virtually all students are intellectually engaged in challenging content through well-designed learning tasks and activities that require complex thinking by students. The teacher provides suitable scaffolding and challenges students to explain their thinking. There is</td>
<td></td>
<td>The teacher’s questions lead students through a single path of inquiry, with answers seemingly determined in advance. Alternatively, the teacher attempts to ask some questions designed to engage students in thinking, but only a few students are involved. The teacher attempts to engage all students in the discussion, to encourage them to respond to one another, and to explain their thinking, with uneven results.</td>
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<tr>
<td>3d: Using Assessment in Instruction</td>
<td>3e: Demonstrating Flexibility and Responsiveness</td>
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<tr>
<td>Evidence of some student initiation of inquiry and student contributions to the exploration of important content; students may serve as resources for one another. The lesson has a clearly defined structure, and the pacing of the lesson provides students the time needed not only to intellectually engage with and reflect upon their learning but also to consolidate their understanding.</td>
<td>The teacher seizes an opportunity to enhance learning, building on a spontaneous event or students’ interests, or successfully adjusts and differentiates instruction to address individual student misunderstandings. Using an extensive repertoire of strategies, the teacher persists in seeking approaches for students who have difficulty learning, and has only a limited repertoire of strategies to use. Adjustment of the lesson in response to assessment is minimal or ineffective.</td>
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<tr>
<td>Active intellectual engagement by most students with important and challenging content and with teacher scaffolding to support that engagement. The groupings of students are suitable to the activities. The lesson has a clearly defined structure, and the pacing of the lesson is appropriate, providing most students the time needed to be intellectually engaged.</td>
<td>The teacher accepts responsibility for the success of all students but has only a limited repertoire of strategies to use. Adjustment of the lesson in response to assessment is minimal or ineffective.</td>
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<tr>
<td>The groupings of students are moderately suitable to the activities. The lesson has a recognizable structure; however, the pacing of the lesson may not provide students the time needed to be intellectually engaged or may be so slow that many students have a considerable amount of “down time.”</td>
<td>The teacher ignores students’ questions; when students have difficulty learning, the teacher blames them or their home environment for their lack of success. The teacher makes no attempt to...</td>
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</table>

3d: Using Assessment in Instruction

Assessment is fully integrated into instruction, through extensive use of formative assessment. Students appear to be aware of, and there is some evidence that they have contributed to, the assessment criteria. Questions and assessments are used regularly to diagnose evidence of learning by individual students. A variety of forms of feedback, from both teacher and peers, is accurate and specific and advances learning. Students self-assess and monitor their own progress. The teacher successfully differentiates instruction to address individual students’ misunderstandings.

Students appear to be aware of the assessment criteria, and the teacher monitors student learning for groups of students. Questions and assessments are regularly used to diagnose evidence of learning. Teacher feedback to groups of students is accurate and specific; some students engage in self-assessment.

Students appear to be only partially aware of the assessment criteria, and the teacher monitors student learning for the class as a whole. Questions and assessments are rarely used to diagnose evidence of learning. Feedback to students is general, and few students assess their own work.

Students do not appear to be aware of the assessment criteria, and there is little or no monitoring of student learning; feedback is absent or of poor quality. Students do not engage in self- or peer assessment.
### Old Dominion University

**Darden College of Education and Professional Studies**

<table>
<thead>
<tr>
<th>4. Professional Responsibilities</th>
<th>Instructional strategies and soliciting additional resources from the school or community, the teacher persists in seeking effective approaches for students who need help.</th>
<th>difficulty learning. If impromptu measures are needed, the teacher makes a minor adjustment to the lesson and does so smoothly.</th>
<th>adjust the lesson even when students don't understand the content.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>4a: Reflecting on Teaching</strong></td>
<td>The teacher makes a thoughtful and accurate assessment of a lesson’s effectiveness and the extent to which it achieved its instructional outcomes, citing many specific examples from the lesson and weighing the relative strengths of each. Drawing on an extensive repertoire of skills, the teacher offers specific alternative actions, complete with the probable success of different courses of action.</td>
<td>The teacher makes an accurate assessment of a lesson’s effectiveness and the extent to which it achieved its instructional outcomes and can cite general references to support the judgment. The teacher makes a few specific suggestions of what could be tried another time the lesson is taught.</td>
<td>The teacher has a generally accurate impression of a lesson’s effectiveness and the extent to which instructional outcomes were met. The teacher makes general suggestions about how a lesson could be improved.</td>
</tr>
<tr>
<td><strong>4b: Maintaining Accurate Records</strong></td>
<td>The teacher’s system for maintaining information on student completion of assignments, student progress in learning, and noninstructional records is fully effective. Students contribute information and participate in maintaining the records.</td>
<td>The teacher’s system for maintaining information on student completion of assignments, student progress in learning, and noninstructional records is fully effective.</td>
<td>The teacher’s system for maintaining information on student completion of assignments and student progress in learning is nonexistent or in disarray. The teacher’s records for noninstructional activities are in disarray, the result being errors and confusion.</td>
</tr>
<tr>
<td><strong>4c: Communicating with Families</strong></td>
<td>The teacher communicates frequently with families in a culturally sensitive manner, with students contributing to the communication. The teacher responds to family.</td>
<td>The teacher provides frequent and appropriate information to families about the instructional program and conveys.</td>
<td>The teacher makes sporadic attempts to communicate with families about the instructional program and about the progress of individual.</td>
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<tr>
<td></td>
<td>The teacher provides little information about the instructional program to families; the teacher’s communication about students’ progress is</td>
<td>The teacher makes</td>
<td>The teacher provides</td>
</tr>
<tr>
<td>4d: Participating in the Professional Community</td>
<td>4e: Growing and Developing Professionally</td>
<td>4f: Showing Professionalism</td>
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<tr>
<td>The teacher’s relationships with colleagues are characterized by mutual support and cooperation, with the teacher taking initiative in assuming leadership among the faculty. The teacher takes a leadership role in promoting a culture of professional inquiry. The teacher volunteers to participate in school events and district projects, making a substantial contribution and assuming a leadership role in at least one aspect of school or district life.</td>
<td>The teacher seeks out opportunities for professional development and makes a systematic effort to conduct action research. The teacher solicits feedback on practice from both supervisors and colleagues. The teacher initiates important activities to contribute to the profession.</td>
<td>The teacher can be counted on to hold the high standards of honesty in interactions with colleagues, students, and parents.</td>
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<tr>
<td>The teacher maintains cordial relationships with colleagues to fulfill duties that the school or district requires. The teacher participates in the school’s culture of professional inquiry when invited to do so. The teacher participates in school events and school and district projects when specifically asked.</td>
<td>The teacher seeks out opportunities for professional development to enhance content knowledge and pedagogical skill. The teacher actively engages with colleagues and supervisors in professional conversation about practice, including feedback about practice. The teacher participates actively in assisting other educators and looks for ways to contribute to the profession.</td>
<td>The teacher displays dishonesty in interactions with colleagues, students, and parents.</td>
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</tr>
<tr>
<td>The teacher’s relationships with colleagues are negative or self-serving. The teacher avoids participation in a professional culture of inquiry, resisting opportunities to become involved. The teacher avoids becoming involved in school events or school and district projects.</td>
<td>The teacher engages in no professional development activities to enhance knowledge or skill. The teacher resists feedback on teaching performance from either supervisors or more experienced colleagues. The teacher makes no effort to share knowledge with others or to assume professional responsibilities.</td>
<td>minimal. The teacher does not respond, or responds insensitively, to parental concerns.</td>
<td></td>
</tr>
</tbody>
</table>

**Old Dominion University**

**Darden College of Education and Professional Studies**
<table>
<thead>
<tr>
<th>highest standards of honesty, integrity, and confidentiality and takes a leadership role with colleagues. The teacher is highly proactive in serving students, seeking out resources when needed. The teacher makes a concerted effort to challenge negative attitudes or practices to ensure that all students, particularly those traditionally underserved, are honored in the school. The teacher takes a leadership role in team or departmental decision making and helps ensure that such decisions are based on the highest professional standards. The teacher complies fully with school and district regulations, taking a leadership role with colleagues.</th>
</tr>
</thead>
<tbody>
<tr>
<td>honesty, integrity, and confidentiality in interactions with colleagues, students, and the public. The teacher is active in serving students, working to ensure that all students receive a fair opportunity to succeed. The teacher maintains an open mind in team or departmental decision making. The teacher complies fully with school and district regulations.</td>
</tr>
<tr>
<td>and the public. The teacher’s attempts to serve students are inconsistent, and unknowingly contributes to some students being ill served by the school. The teacher’s decisions and recommendations are based on limited though genuinely professional considerations. The teacher must be reminded by supervisors about complying with school and district regulations.</td>
</tr>
<tr>
<td>interactions with colleagues, students, and the public. The teacher is not alert to students’ needs and contributes to school practices that result in some students’ being ill served by the school. The teacher makes decisions and recommendations that are based on self-serving interests. The teacher does not comply with school and district regulations.</td>
</tr>
</tbody>
</table>


**A Guide for the Assessment and Evaluation of Teacher Candidate Interns- Endorsement SPECIFIC QUESTIONS**

While candidates in the approved teacher education programs must exhibit professional dispositions and effective teaching skills, they must also demonstrate dispositions and skills that are specific to their teaching areas. There are unique knowledge, skills, and dispositions a candidate in the area of Elementary Education will need to demonstrate that will be different from that of a candidate in the area of health and physical education or even biology. For that reason, the faculty, university supervisors, clinical faculty, and teachers, in the field have developed a set of “Endorsement Specific Questions” to accompany the candidate evaluation. These additional questions provide in-depth evaluation form each national organization to determine if the candidate has mastered the unique skills in their specialty area based on their standards.
## EVALUATION OF TEACHER CANDIDATE BY SCHOOL ADMINISTRATOR

**Teacher Candidate** ____________________________  **UIN** ____________________________

**Year** __________  **Semester** __________  **Student Status** ____________________________

**Name of School Administrator** ____________________________________________

**School Division** ________________  **School** ________________

Judging the teacher candidate as a developing professional, please rate him/her on each item using the following scale:

- **3** = Meets Expectations - Teacher candidate typically and routinely displays behavior requested with quality
- **2** = Needs Improvement – Teacher candidate requires assistance displaying behavior or is inconsistent with demonstrating behavior.
- **1** = Unacceptable – Teacher candidate does not perform expected behavior
- **0** = Not Observed – Teacher candidate has not had the opportunity to demonstrate behavior during observation period.

<table>
<thead>
<tr>
<th>1. Professional Demeanor</th>
<th>3</th>
<th>2</th>
<th>1</th>
<th>0</th>
</tr>
</thead>
<tbody>
<tr>
<td>2. Knowledge of Rules and Procedures</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Responsiveness/Self-Improvement</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. Parent/Guardian Relations</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Student Relations</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. Teaching Plans and Materials</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. Classroom Management</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8. Classroom Instruction</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9. Assessment and Feedback</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10. Student responses to Instruction</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Comments:** ____________________________________________

*Recommend for hire:  □ Yes  □ No*

**Signature of School Administrator** ____________________________  **Date** ____________________________

**Position** ____________________________________________

**Signature of Teacher Candidate** ____________________________  **Date** ____________________________

*Only complete if observed after the mid-term point.*
PART FOUR

FORMS
# Timeframe Guide for Completion of Teacher Candidate Forms

<table>
<thead>
<tr>
<th>FORM</th>
<th>WHEN TO COMPLETE</th>
<th>COMPLETED BY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Report of University Supervisor Observation and Conference</td>
<td>During Classroom Observations/Visits</td>
<td>University Supervisor</td>
</tr>
<tr>
<td>Weekly Feedback Guide</td>
<td>Weekly</td>
<td>Clinical Faculty</td>
</tr>
<tr>
<td>Professional Attributes and Instructional Development Scales/Midterm</td>
<td>In the middle of EACH placement</td>
<td>Clinical Faculty in collaboration with University Supervisor</td>
</tr>
<tr>
<td>Evaluation of Teacher Candidate/Final</td>
<td>Toward the end of EACH placement</td>
<td>Clinical Faculty in collaboration with University Supervisor</td>
</tr>
<tr>
<td>Evaluation of Teacher Candidate by School Administrator</td>
<td>Toward the end of EACH placement</td>
<td>School Administrator</td>
</tr>
<tr>
<td>Weekly Journal</td>
<td>Each Week</td>
<td>Teacher Candidate</td>
</tr>
<tr>
<td>Time Record</td>
<td>Weekly</td>
<td>Teacher Candidate</td>
</tr>
<tr>
<td>Professional Disposition Self-Assessment</td>
<td>Toward the end of your FINAL placement</td>
<td>Teacher Candidate</td>
</tr>
<tr>
<td>Professional Disposition Assessment</td>
<td>Toward the end of your FINAL placement</td>
<td>University Supervisor</td>
</tr>
<tr>
<td>Educational Benchmark Instrument</td>
<td>Near the end of the semester, upon receipt of the email link</td>
<td>Teacher Candidate.</td>
</tr>
</tbody>
</table>

## FOR SUPERVISORS

**Form Distribution:**

*University Supervisor Observation and Conference* - completed by the University Supervisor

1. for pay purposes
2. one copy is submitted at the end to be placed in the candidate’s file

*Weekly Feedback Guide* – completed by the clinical faculty and reviewed by the university supervisor. The candidates keep these for their records.

*Teacher Candidate Professional Growth Plan* – completed by the university supervisor in collaboration with the clinical faculty. This plan is developed when the teacher candidate is having difficulties in succeeding in specific areas. Documentation of how to help the teacher candidate succeed is necessary. A timeline must be included. A copy is provided to the Director of Clinical Experiences at Old Dominion University.
**Assessment of Instructional Environment** – this evaluation is completed by the teacher candidate. This is the candidate’s evaluation of the instructional environment and how to effectively plan for each student in the provided environment. This evaluation is reviewed with the University Supervisor.

**Professional Attributes and Instructional Development Scales** – this is completed at the mid-term and final. If a candidate is in two seven-week placements, a mid-term and final is completed in each setting. The clinical faculty completes the evaluation. The supervisor reviews the evaluation prior to administering the evaluation to the candidate. They should complete the evaluations with feedback from the university supervisor. The teacher candidate, university supervisor, and clinical faculty should sign the cover sheet or electronically. All documents should be given to the university supervisor to return to the university. A copy should be given to the teacher candidate.

**Evaluation of the Teacher Candidate by School Administrator** – this is completed by the Assistant Principal or Principal at each placement. These are submitted at the end of each semester with the grades. They should be completed and returned to the Office of Clinical Experience Office with grades.

**Weekly Journals** – reviewed with the candidates during visits and seminars.

**Impact on student Learning Data Form** – this is completed by the University Supervisor after the teacher candidate has completed and submitted to the University Supervisor his/her Impact of student Learning Project. The project must be completed in the LiveText and the supervisors will grade in LiveText. To award a final PASSING grade, the teacher candidate must have completed this assignment prior to the University Supervisor completing this form. In programs such as art and music or for candidates out of the state, a link matching LiveText will be forwarded to supervisors so they may grade the Impact on Student learning.

**Teacher Candidate Portfolio Evaluation Form** – this is completed by the University Supervisor at the end of the semester. Must be completed in the LiveText and the supervisors will grade in LiveText. To award a final PASSING grade, the teacher candidate must have completed this assignment prior to the University Supervisor completing this form. In programs such as art and music or for candidates out of the state, a link matching LiveText will be forwarded to supervisors so they may grade the Impact on Student learning.

**Time Record** – this is a record of how the candidates spend their time at school.

**Teacher Candidate Evaluation of Clinical Faculty** – the candidate has the opportunity to evaluate the clinical faculty with anonymity. Candidates complete this form on the LiveText link forwarded by the Director of Clinical Experiences.

**Teacher Candidate Evaluation of University Supervisor** – the candidate has the opportunity to evaluate the University Supervisor with anonymity. Candidates complete this form on the LiveText link forwarded by the Director of Clinical Experiences.
Clinical Faculty Evaluation of University Supervisor – the clinical faculty has the opportunity to evaluate the university form on the LiveText link forwarded by the Director of Clinical Experiences.

University Supervisor Evaluation of Clinical Faculty – the University Supervisor has the opportunity to evaluate the clinical faculty on the LiveText link forwarded by the Director of Clinical Experiences.

Grade Sheet – please check off each item, then submit the grade sheet to the Office of Clinical Experience. Please enter the final grade as a P (pass) or F (fail).
Report of University Supervisor Observation and Conference

Teacher Candidate ___________________________ Clinical Faculty ___________________________

School ___________________________ Bell _____________ Date ________________

Subject/Grade Level ___________________________ Date/Time of Next Visit __________________

Lesson Plan comments:

________________________________________________________________________

________________________________________________________________________

Weekly journal review:

________________________________________________________________________

________________________________________________________________________

Observations:

________________________________________________________________________

________________________________________________________________________

Reinforcement/Strengths:

________________________________________________________________________

________________________________________________________________________

Refinement/Improvement:

________________________________________________________________________

________________________________________________________________________

Focus for next observation:

________________________________________________________________________

________________________________________________________________________

Thought-provoking questions for teacher candidate to reflect upon:

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

Signature of Teacher Candidate ___________________________ Signature of University Supervisor ___________________________

Old Dominion University
Teacher Candidate ___________________________ Clinical faculty________________________
School_________________________ Date _______________ Subject/Grade Level _______________

Strengths:

Give Specific examples of candidate’s strengths (identify a minimum of three)

Areas of Improvement:

Give specific examples- use behavioral terms (identify no more than two or three)

Plan of Actions:

a. Teacher Candidate Responsibilities:

Specify what the candidate should do to be successful. Provide a detailed time frame with dates. Use behavioral statements – MOO – (Measurable, Observable, Objective)

What will the university supervisor do to help the teacher candidate be successful? (Observe more frequent, Communication, Model)
b. Clinical faculty responsibilities:

<table>
<thead>
<tr>
<th>What will the clinical faculty do to assist the teacher candidate be successful. (Model for candidate and Debrief)</th>
</tr>
</thead>
</table>

c. University Supervisor Responsibilities:

Teacher Candidate’s Status in Internship:

<table>
<thead>
<tr>
<th>Completed by university supervisor in collaboration with clinical faculty (Progressing, In jeopardy)</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Signature of Teacher Candidate</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Signature of Clinical Faculty</td>
<td>Date</td>
</tr>
<tr>
<td>Signature of University Supervisor</td>
<td>Date</td>
</tr>
</tbody>
</table>
**WEEKLY FEEDBACK GUIDE**

This form has been designed to help clinical faculty give teacher candidates frequent specific feedback. After checking items in each area, please turn page and provide more specific information.

<table>
<thead>
<tr>
<th>Professional Attribute Scale</th>
<th>Instructional Development Scale</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1. Attendance</strong></td>
<td><strong>INSTRUCTIONAL DEVELOPMENT SCALE</strong>. Summarize the proficiency level for each area listed</td>
</tr>
<tr>
<td>☐ Frequently absent</td>
<td>Identify at least two areas of instructional strength your teacher candidate demonstrated this week (Indicate with a “+”). Then identify at least two areas that the teacher candidate needs to focus on for the next week (Indicate with a “✓”). After checking items in each area, please turn page and provide more specific information.</td>
</tr>
<tr>
<td>☐ Rarely absent</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Exemplary attendance</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td><strong>2. Punctuality</strong></td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Frequently late</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Generally punctual</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Always on time</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td><strong>3. Professional Appearance</strong></td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Appearance not appropriate for educational setting</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Appearance is neat</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Appearance is professional</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td><strong>4. Parent/Guardian Relations</strong></td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Is sometimes antagonistic towards parents/guardians</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Shy: hesitant to work with parents/guardians</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Is sensitive to parent/guardians needs and concerns</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Treats parents/guardians with respect</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td><strong>5. Tact/Judgment</strong></td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Thoughtless: Insensitive to others’ feelings and opinions</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Limited sensitivity and diplomacy</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Perceives what to do or say in order to maintain good relations with others and responds accordingly</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Highly sensitive to others’ feelings and opinions: Diplomatic</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td><strong>6. Reliability/Dependability</strong></td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Sometimes fails to complete assigned tasks and duties</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Sometimes needs to be reminded to attend to assigned tasks or duties</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Responsible: Attends to assigned tasks or duties</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Self-starter: Perceives needs and attends to them immediately</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td><strong>7. Self-Initiative/Independence</strong></td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Passive: Depends on others for direction, ideas and guidance</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Has good ideas, works effectively with limited supervision</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Creative and resourceful: Independently implements plans</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td><strong>8. Collegiality</strong></td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Prefers to work in isolation</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Reluctant to share ideas and materials</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Prefers being part of a team</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Willingly shares ideas and materials</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td><strong>9. Interaction with Peers</strong></td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Is sometimes antagonistic towards peers</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Shy: Hesitant to work with peers</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Relates easily and positively with peers</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Outgoing: Actively seeks opportunities to work with peers</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td><strong>10. Response to Feedback/Self-Improvement</strong></td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Defensive: Unreceptive to feedback</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Receptive - BUT doesn’t implement suggestions</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Receptive - AND adjusts performance accordingly</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Solicits suggestions and feedback from others</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td><strong>11. Interaction with Students</strong></td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Is sometimes antagonistic towards students</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Shy: Hesitant to work with students</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Relates easily and positively with students</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Outgoing: Actively seeks opportunities to work with students</td>
<td><strong>Area</strong></td>
</tr>
<tr>
<td>☐ Accepts responsibility for student leaning - believes all students can learn</td>
<td><strong>Area</strong></td>
</tr>
</tbody>
</table>

**DATE**
### Teaching Plans
1. Plan has objectives for current lesson
2. Plan has objectives related to appropriate SOL
3. Plan has group/individualized for diverse learners
4. Plan has procedures for assessing student progress
5. Plans are given to clinical faculty three days in advance

### Classroom Management
6. Provides clear academic and behavioral expectations at beginning of lesson
7. Reinforces appropriate student behavior
8. Enforces classroom expectations/rules consistently, firmly, and fairly
9. Positions self to see majority of students
10. Scans class regularly to proactively address student behaviors
11. Communicates enthusiasm for teaching

### Classroom Instruction
12. Provides objectives and establishes student’s prior knowledge
13. Reviews homework and ties to instructional objectives
14. Begins lesson on schedule
15. Presents concrete and/or visual models when appropriate
16. Uses effective question techniques
17. Uses appropriate wait time for students after asking questions
18. Uses effective closure or summarization techniques
19. Uses instructional time effectively
20. Uses instructional pacing that is appropriate for student performance levels
21. Maximizes instructional time
22. Provides students the opportunity to demonstrate understanding

### Assessment and Feedback
23. Provides feedback in timely manner
24. Assists students in evaluating their own performance
25. Uses assessment data to routinely differentiate instruction

---

**WEEKLY FEEDBACK GUIDE**

If there are elements of professional development or Instructional Development competencies that need more attention, please provide specific examples of how the teacher candidate may strengthen this area.

In the space below, the teacher candidate will briefly outline plans to strengthen or improve areas noted by the clinical faculty.
### I. Portfolio Overview:

**Scale:** 3 = Meets Standard  
2 = Needs Improvement  
1 = Unacceptable

<table>
<thead>
<tr>
<th>Item</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Introductory statement fully addresses section III Professional pre-teaching competencies and section IV Commitment to the profession competencies</td>
<td>3</td>
</tr>
<tr>
<td>2-4-page statement of growth in the profession, written in a complete and cohesive manner; address conceptual framework</td>
<td>3</td>
</tr>
<tr>
<td>All written statements are free of spelling and/or grammatical errors</td>
<td>3</td>
</tr>
</tbody>
</table>

**OVERALL SECTION RATING**

**Comments and Recommendations:**

### II. Professional preparation:

**Scale:** 3 = Meets Standard  
2 = Needs Improvement  
1 = Unacceptable

<table>
<thead>
<tr>
<th>Item</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provided a statement of personal teaching philosophy</td>
<td>3</td>
</tr>
<tr>
<td>Provided graduate and undergraduate transcripts</td>
<td>3</td>
</tr>
<tr>
<td>Provided all assessments required for licensure (Praxis I, II, VCLA, and VRA where appropriate)</td>
<td>3</td>
</tr>
<tr>
<td>Provided listing of significant courses in academic program</td>
<td>3</td>
</tr>
<tr>
<td>Provided letters of recommendation</td>
<td>3</td>
</tr>
<tr>
<td>Provided copies of all teaching certificates and licenses</td>
<td>3</td>
</tr>
</tbody>
</table>

**OVERALL SECTION RATING**

**Comments and Recommendations:**
III. Resume

Scale: 3 = Meets Standard  2= Needs Improvement  1= Unacceptable

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Provided a current resume</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>2. All written statements are free of spelling and/or grammatical errors</td>
<td>3</td>
<td>2</td>
</tr>
</tbody>
</table>

OVERALL SECTION RATING

Comments and Recommendations:

IV. Pre-Service Teaching Competencies (artifacts must be attached to meet standards)

Scale: 3 = Meets Standard  2= Needs Improvement  1= Unacceptable

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Learner-centered and/or differentiated instruction providing for special needs students and individual learner needs</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>2. Instructional and curricular adaptations for multicultural, ethnic, socio-economic and linguistic diversity and gender equity</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>3. Developmentally appropriate instruction</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>4. Standards-based instruction</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>5. Essential knowledge, skills, and processes associated with the content area being taught</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>6. Engagement of students in studies of the nature of the respective disciplines</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>7. Authentic learning experiences providing for connections to human values and endeavors as well as the personalities, needs and interests of the students</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>8. Integration of technology and media resources for instruction, classroom organization and student learning</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>9. Various formal and informal methods of assessment and evaluation of learners utilized to inform instruction and learning</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>10. All written statements are free of spelling and/or grammatical errors</td>
<td>3</td>
<td>2</td>
</tr>
</tbody>
</table>

OVERALL SECTION RATING

Comments and Recommendations:

V. Teacher Candidates’ Behavior Reflections

Scale: 3 = Meets Standard  2= Needs Improvement  1= Unacceptable
1. Reflect on an individual student behavior or a classroom behavior encountered during student teaching that was challenging. | 3 | 2 | 1

2. Document how you handled the situation | 3 | 2 | 1

3. What type of strategies did you use? | 3 | 2 | 1

4. What was the outcome (successes and frustration)? | 3 | 2 | 1

5. Did you believe the overall outcome of your strategies were successful (why or why not)? Please explain. | 3 | 2 | 1

6. What areas of growth did you experience from implementing this plan and working with this student and/or group? | 3 | 2 | 1

7. All written statements are free of spelling and/or grammatical errors. | 3 | 2 | 1

OVERALL SECTION RATING

Comments and Recommendations:
OLD DOMINION UNIVERSITY

CLINICAL FACULTY INFORMATION SHEET
(Email to Clinical Faculty during the semester)

Name of Clinical Faculty: ___________________________ Semester: _______________________

Name of Teacher Candidate Assigned to Supervise: ___________________________ UIN: __________

School Division/district: ___________________________
School: ___________________________

Grade Level Currently Assigned: (See Attached Sheet)

Type of Teaching License:
- Collegiate Professional: (1)
- Postgraduate Professional: (2)
- National Board Certification: (3)
- Technical: (4)
- Provisional: (5)
- Conditional: (6)

Years Teaching at Current Grade Level: ___________ Total Years Teaching: ___________

Number of Semesters Served as a Clinical Faculty: ___________

Level of Education:
- Bachelor’s Degree: (1)
- Bachelor’s Degree: (2)
- Master’s Degree: (3)
- Educational Specialist: (4)
- Ph.D./Ed.D.: (5)
- Other: (6)

Endorsement areas on Teaching License:

Please Indicate State Where License was Issued: ___________________________

| Pre-3: (1) | Music Education Instrumental preK – 12: (25) |
| NK – 4: (2) | Music Education Vocal/Choral preK-12: (26) |
| Prek-6: (3) | Theatre Arts preK – 12: (27) |
| Elementary/Middle School 4-8: (4) | Special Education Early Childhood: (28) |
| Middle School Education 6-8: (5) | Special Education Hearing Impairments prek-12: (29) |
| English: (6) | Special Education Emotional Disturbance K-12: (30) |
| Mathematics: (7) | Special Education Learning Disabilities K-12: (31) |
| Algebra I add-on: (8) | Special Education Mental Retardation K-12: (32) |
| Biology: (9) | Special Education Severe Disabilities K-12: (33) |
| Chemistry: (10) | Special Education Speech-Language Disorders prek-12: (34) |
| Earth science: (11) | Special Education Visual Impairment prek-12: (35) |
| Physics: (12) | Vocational Education Agriculture: (36) |
| Art prek-12: (13) | Vocational Education Business: (37) |
| Dance prek-12: (14) | Vocational Education Health Occupations: (38) |
| English as a Second Language prek-12: (15) | Vocational Education Industrial Cooperative Training: (39) |
| Foreign Language prek-12 Spanish: (16) | Vocational Education Marketing: (40) |
| Foreign Language prek-12 French: (17) | Vocational Education Technology: (41) |
| Foreign Language prek-12 German: (18) | Vocational Education Trade and Industrial: (42) |
| Health and Physical Education prek-12: (19) | Vocational Education Vocal Special Needs: (43) |
| Library Media prek-12: (20) | Vocational Education Work and Family studies: (44) |
| Gifted Education add-on: (23) | Adult Education: (45) |
| Computer Science: (22) | Adult English as a Second Language: (46) |
| Driver Education add-on: (23) | History and Social Science: (47) |
| Journalism add-on: (24) | Keyboarding add-on: (48) |
| Other (specify): ___________ |

Gender:    Male ______    Female ______
Race: AA- African American: (1)  AI- American Indian/Alaskan Native: (2)  
AP- Asian/ Pacific Islander: (3)  HS- Hispanic: (4)  
WH- White-non K=Hispanic: (5)  OT- Other: (6)  

CLINICAL FACULTY INFORMATION SHEET (continued)

Membership in National Professional Organizations: (check all that apply)
AASA, American Association of School Administrators: (1)  
AASL, American Association of School Librarians: (2)  
ACTFL, American Council on the Teaching of Foreign Languages, Inc.: (3)  
AECT, Association for Educational Communications and Technology: (4)  
AFT, American Federation of Teachers: (5)  
ALA, American Library Association: (6)  
ASCA, American School Counseling Association: (7)  
ASCD, Association for Supervision and Curriculum Development: (8)  
ASHA, American Speech-Language-Hearing Association: (9)  
CEC, Council for Exceptional Children: (10)  
CTTE, Council on Technology Teacher Education: (11)  
ELCC, Educational Leadership Constituent Council: (12)  
IRA, International Reading Experience: (13)  
ITEA, International Technology Education Association: (14)  
NAEYC, National Association for the Education of Young Children: (15)  
NAME, National Association for Multicultural Education: (16)  
NASPE, National Association for Sport & Physical Education: (17)  
NCSS, National Council for the Social Studies: (18)  
NCTE, National Council of Teachers of English: (19)  
NCTM, National Council of Teachers of Mathematics: (20)  
NEA, National Education Association: (21)  
NMSA, National Middle School Association: (22)  
NSTA, National Science Teachers Association: (23)  
TESOL, Teachers of English to Speakers of Other Languages: (24)  
Other, please specify: (25)  

Have you received “mentor” training? (check all that apply)
Yes, from my school division/district (1)  No (3)  
Yes, from somewhere else (2)  (please identify)  

Have you attended an Old Dominion University training session for clinical faculty hosted by your school division/district?
If yes, when  
If no, what would make you more willing to attend one of the training sessions?  

Please read and sign that you understand the following statement:
I understand that this information may be reviewed by the university with the human resources department in my school division/ district
CLINICAL FACULTY INFORMATION SHEET (continued)

COMMONWEALTH OF VIRGINIA SCHOOL DIVISION/DISTRICTS

Please enter the code for your school division/district in the space provided on page one of this information sheet for the question on school division.

<table>
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<td>Fauquier  (40)</td>
<td>Montgomery (80)</td>
<td>Sussex (120)</td>
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If you teach in an alternative education program or residential hospital setting, please list the name and location of the education program:

Name of school Division/District and State, if outside Virginia:
WEEKLY JOURNAL
(To be submitted each week to the Old Dominion University Supervisor)

Use this journal to describe your progress in becoming a Professional Educator in relation to the goals of The Unit’s Model in the Handbook.

Name ____________________________   Date ____________________________

1. What was the purpose of your lesson this week?
2. How did you engage your learners with your materials?
3. Were you effective in meeting the purpose of the lessons – how are you measuring this?
4. What are the strengths of this lesson? (Identify at least two areas)
5. What areas will you seek to improve in future lessons?
6. Did you make any changes in your plans after teaching the lesson? Why or why not?
7. What do you regard as your most important personal learning experience during this week?
8. Did you have a conference this week with your clinical faculty? How many times? If not, why?
9. Tell me about something that happened this week that you are proud of.
10. Are you having problems that you feel require attention and assistance from me?
11. When would be a good time for me to stop by your school next week?

COMMENTS:

A final journal, summarizing your weekly journals should be included in your professional portfolio.
Time Record
(After signature is obtained from Clinical Faculty each week, Scan and attach to Weekly Journal.)

<table>
<thead>
<tr>
<th>Name of Teacher Candidate:</th>
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<tbody>
<tr>
<td>Name of the University Supervisor:</td>
</tr>
</tbody>
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<table>
<thead>
<tr>
<th>Date (Week)</th>
<th>1 Non-Teaching Activities*</th>
<th>2 Introductory or Assistance Types of Activities</th>
<th>3 Responsible for Teaching Entire Class</th>
<th>4 Non-class Activity**</th>
<th>5 Homework and Planning</th>
<th>Total Hours Per Week</th>
<th>Verified by Clinical Faculty</th>
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</table>

**TOTAL**

*Non-teaching activities include observation, conferences, bus duty, hall duty, lunchroom duty, study hall, etc.

**Non-class activities include clubs, assistance in athletics, and other extracurricular activities in which the teacher candidate has a leadership role with pupils.
Time Record

The time record should carefully account for time spent in internship. Responsibility for the accuracy of this record lies with the individual teacher candidate. The time record, along with evaluations from clinical faculty, school administrators and university supervisor, becomes a permanent part of internship files at the University.

Instructions for completing the Time Record:

1. Hours should be entered by the week, not daily. (A daily record can be kept informally and then entered on the time record at the end of each week.) Each candidate is responsible for completing the required number of weeks in their approved teacher education program.
2. Hours are to be verified by the signature of the clinical faculty.
3. Hours are to be totaled down the right hand “Total” column and across the bottom.
4. Column 1, “Non-teaching Activities”, should include hours spent in observation, conferences, monitoring duties (i.e., hall duty, bus duty, study hall), and other activities not involving planned interaction with pupils.
5. Column 2, 3, and 4, “Teaching”, represent various kinds of teaching activities. These include assisting activities with learners, individual instruction, small groups, responsibility for teaching the entire class, and non-classroom teaching activities in which the teacher candidate interacts with pupils in a planned leadership role (i.e., clubs, athletics, other extracurricular activities.)
6. Column 5, “Homework and Planning”, should only contain those hours devoted to planning lessons, securing materials, grading tests, etc., either during planning periods or outside the school day.
### CLINICAL FACULTY EVALUATION

**Teacher Candidate Perspective**

Clinical Faculty’s Name ___________________________  Semester/Year ___________________________

Please indicate to what degree your clinical faculty performed the listed activities by circling the appropriate number using the following scale:

4 = Exceeds Expectations  3 = Meets Expectations  2 = Needs Improvement  1 = Unacceptable  0 = Not Observed

<table>
<thead>
<tr>
<th>I. SUPPORT/ COMMUNICATION</th>
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<tbody>
<tr>
<td>• Acquainted you with the school, staff, learners, teachers, parents and community</td>
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<tr>
<td>• Oriented you to classroom rules, organization, and management.</td>
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<table>
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<tr>
<th>II. INSTRUCTIONAL GUIDE</th>
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</thead>
<tbody>
<tr>
<td>• Provided a positive learning environment</td>
</tr>
<tr>
<td>• Provided a desk or workplace, necessary instructional materials resources, supplies and equipment</td>
</tr>
<tr>
<td>• Guided you with initial lesson plans and material development</td>
</tr>
<tr>
<td>• Modeled how to maintain grades, lesson plan, and assess learners</td>
</tr>
<tr>
<td>• Acquainted you with routine tasks</td>
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<th>III. PROFESSIONAL GROWTH</th>
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<tr>
<td>• Provided opportunities for observation/participation in related school events</td>
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<th>V. ASSESSMENT</th>
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</thead>
<tbody>
<tr>
<td>• Analyzed and critiqued teaching technique soon after observation</td>
</tr>
<tr>
<td>• Provided continuous support, conferences, and feedback (written and verbal)</td>
</tr>
<tr>
<td>• Identifies specific areas of strength and weakness</td>
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Comments:

________________________________________________________________________

________________________________________________________________________
### UNIVERSITY SUPERVISOR EVALUATION

**Teacher Candidate Perspective**

<table>
<thead>
<tr>
<th>Supervisor’s name</th>
<th>Semester/Year</th>
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Please indicate to what degree your university supervisor performed the listed activities by circling the appropriate number using the following scale:

- 4 = Exceeds Expectations
- 3 = Meets Expectations
- 2 = Needs Improvement
- 1 = Unacceptable
- 0 = Not Observed

#### I. SUPPORT/COMMUNICATION

- Advised you of the requirements at the beginning of the semester 4 3 2 1 0
- Was accessible by phone 4 3 2 1 0
- Agreed to visit you when assistance was needed 4 3 2 1 0
- Derived a workable solution if difficulties occurred 4 3 2 1 0
- Provided relevant information through seminars, workshops, counseling, etc. 4 3 2 1 0
- Conducted seminars as scheduled 4 3 2 1 0
- Reviewed weekly journal and provided feedback when needed 4 3 2 1 0
- Discussed development and implementation of lesson plans 4 3 2 1 0
- Reviewed your portfolio and provided feedback on a regular basis 4 3 2 1 0

#### II. SUPERVISION/ASSESSMENT

- Coordinated visit dates/times with clinical faculty 4 3 2 1 0
- Spent ample time (50-60 minutes or a full bell) for observation/assessment 4 3 2 1 0
- Analyzed and critiqued teaching technique soon after observation 4 3 2 1 0
- Helped you to identify specific areas of strength and weakness 4 3 2 1 0
- Previewed and discussed the purposes of each evaluation form 4 3 2 1 0
- Reviewed with you the results of each evaluation 4 3 2 1 0
- Conducted a three-way conference with teacher candidate intern and clinical faculty 4 3 2 1 0
- Conducted all conferences in a positive and constructive manner.

Number of visits for each placement: ____________

Comments:

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________
# Old Dominion University Darden College of Education and Professional Studies

## SUBMITTED ELECTRONICALLY

OLD DOMINION UNIVERSITY  
DARDEN COLLEGE OF EDUCATION AND PROFESSIONAL STUDIES

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### UNIVERSITY SUPERVISOR EVALUATION

**Clinical Faculty Perspective**

<table>
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<th>Supervisor’s Name</th>
<th>Semester/Year</th>
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Please indicate to what degree your university supervisor performed the listed activities by circling the appropriate number using the following scale:

- **4** = Exceeds Expectations  
- **3** = Meets Expectations  
- **2** = Needs Improvement  
- **1** = Unacceptable  
- **0** = Not Observed

---

## I. SUPPORT/COMMUNICATION

- Advised you of the requirements at the beginning of the semester [4 3 2 1 0]
- Was accessible by phone and/or email [4 3 2 1 0]
- Agreed to visit you when assistance was needed [4 3 2 1 0]
- Derived a workable solution if difficulties occurred [4 3 2 1 0]
- Reviewed weekly journal and provided feedback when needed [4 3 2 1 0]
- Discussed development and implementation of lesson plans [4 3 2 1 0]

---

## II. SUPERVISION/ASSESSMENT

- Coordinated visit dates/times with you [4 3 2 1 0]
- Spent ample time (50-60 minutes or a full bell) for observation/assessment [4 3 2 1 0]
- Identifies specific areas of strength and weakness [4 3 2 1 0]
- Previewed and discussed the purposes of each evaluation form [4 3 2 1 0]
- Reviewed with you the results of each evaluation [4 3 2 1 0]
- Conducted a three-way conference with teacher candidate intern and clinical faculty [4 3 2 1 0]
- Conducted all conferences in a positive and constructive manner. [4 3 2 1 0]

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### Comments:

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SUBMITTED ELECTRONICALLY

OLD DOMINION UNIVERSITY
DARDEN COLLEGE OF EDUCATION AND PROFESSIONAL STUDIES

CLINICAL FACULTY EVALUATION
University Supervisor Perspective

Clinical Faculty’s Name ___________________ Semester/Year ___________________

Please indicate to what degree your clinical faculty performed the listed activities by circling the appropriate number using the following scale:

4 = Exceeds Expectations  3 = Meets Expectations  2 = Needs Improvement  1 = Unacceptable  0 = Not Observed

I. SUPPORT/COMMUNICATION

• Acquainted you with the school, staff, learners, teachers, parents and community
  4  3  2  1  0

• Oriented you to classroom rules, organization, and management.
  4  3  2  1  0

II. INSTRUCTIONAL GUIDE

• Provided a positive learning environment
  4  3  2  1  0

• Provided a desk or workplace, necessary instructional materials resources, supplies and equipment for the teacher candidate
  4  3  2  1  0

• Guided the teacher candidate with initial lesson plans and material development
  4  3  2  1  0

• Modeled how to maintain grades, lesson plan, and material development for teacher candidate
  4  3  2  1  0

• Acquainted the teacher candidate with routine task
  4  3  2  1  0

III. PROFESSIONAL GROWTH

• Provide opportunities for observation/participation in related school events
  4  3  2  1  0

IV. ASSESSMENT

• Analyzed and critiqued teaching technique soon after observation
  4  3  2  1  0

• Provided continuous support, conferences, and feedback (written and verbal)
  4  3  2  1  0

• Identifies specific areas of strength and weakness for the teacher candidate.
  4  3  2  1  0

Comments: ____________________________________________________________________________________
# Professional Dispositions

<table>
<thead>
<tr>
<th>Criterion</th>
<th>Exceeds Expectations</th>
<th>Meets Expectations</th>
<th>Developing</th>
<th>Does Not Meet Expectations</th>
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</thead>
<tbody>
<tr>
<td><strong>Professionalism</strong></td>
<td>Candidate demonstrates positive work habits and interpersonal skills including: a positive attitude, dependability, honesty, and respect for others.</td>
<td>Adheres to schedules, is prepared (work is done with care and all responsibilities are met), can be trusted to take on additional responsibilities. Should an extenuating circumstance arise, seeks opportunities to display positivity and respect for all parties involved.</td>
<td>Adheres to schedules, is prepared (work is done with care and all responsibilities are met), can be trusted to meet responsibilities. Should an extenuating circumstance arise, maintains composure and positive attitude to complete the task. Maintains respect for all parties involved.</td>
<td>Does not consistently adhere to schedules, arrive prepared, or complete assignments, duties, or tasks honestly with a positive attitude.</td>
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<tr>
<td>Candidate uses sound judgement and thoughtful decision making with written and oral communication, while considering the intended audience and consequences.</td>
<td>Demonstrates sound judgement and is thoughtful in communications while considering both the intended audience and associated consequences. Shows forethought in tough situations to proactively craft a plan of action.</td>
<td>Demonstrates sound judgement and is thoughtful in communications while considering both the intended audience and associated consequences in alignment with school, system, and university directives.</td>
<td>Begins to consider intended audience before responding, however still struggles with decision making and the associated consequences of their communication.</td>
<td>Does not take into account intended audience or consequences associated with communicating with others and does not demonstrate sound decision making.</td>
</tr>
<tr>
<td>Candidate exhibits organization skills.</td>
<td>Successfully plans progress toward and meets deadlines. Keeps one’s own materials organized for efficiency and ease of use. Keeps material’s organized for ease of access and appropriate feedback. Teaches others developmentally appropriate organizational skills to foster independence and for holistic efficiency in the learning environment.</td>
<td>Successfully plans progress toward and meets deadlines. Keeps one’s own materials organized for efficiency and ease of use. Keeps materials organized for ease of access and appropriate feedback.</td>
<td>Does not consistently meet deadlines; however, while on task, uses time well and begins to keep one’s own work organized, but records and materials are difficult to access/locate.</td>
<td>May struggle to meet deadlines. Time is not used well, materials are difficult to access/locate.</td>
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<tr>
<td>Candidate exhibits emotional maturity and expresses concerns</td>
<td>Maintains emotional composure even in unforeseen circumstances. Is responsive to others’</td>
<td>Maintains emotional composure even in stressful circumstances. Is</td>
<td>Loses control of emotions in particularly stressful circumstances. Accepts personal responsibility for</td>
<td>Demonstrates a pattern of losing control of emotions, showing outbursts. May not</td>
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<td><strong>properly and professionally.</strong></td>
<td>Emotions and needs. Accepts responsibility for actions, employing effective conflict</td>
<td>Responsive to others’ emotions and needs. Accepts responsibility for actions,</td>
<td>His/her actions and works toward developing more appropriate responses to</td>
<td>Take responsibility for one’s own emotions and behaviors, blaming others or external</td>
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<td>resolution strategies and navigating stress calmly.</td>
<td>employing effective conflict resolution strategies.</td>
<td>stress/challenges.</td>
<td>stimuli.</td>
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<tr>
<td>Candidate maintains his/her position as a positive role model in the</td>
<td>Uses exemplary model behaviors for both teachers and learners within and outside of the</td>
<td>Uses exemplary model behaviors for both teachers and learners within and outside</td>
<td>Is developing exemplary model behaviors for teachers and learners in the</td>
<td>Does not demonstrate exemplary model behaviors in the school setting and is not able to</td>
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<tr>
<td>school.</td>
<td>school. Uses self-disclosure appropriately and can self-monitor and adjust behavior</td>
<td>school. Uses self-disclosure appropriately and with appropriate language. Recognizes</td>
<td>school setting through appropriate responses to actions/reactions, self-</td>
<td>identify behaviors that are not appropriate.</td>
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<td>according to resources for students.</td>
<td>the need for self-monitoring and seeks help if needed.</td>
<td>disclosure, and the importance of self-monitoring.</td>
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<tr>
<td><strong>Respect for Diversity</strong></td>
<td>Explicitly teaches students about society’s injustices and the dynamics of privilege.</td>
<td>Explicitly asserts that students need to learn about society’s injustices and the</td>
<td>Refers to or implies about society’s injustices and dynamics of privilege.</td>
<td>Does not acknowledge that society is unjust and privilege exists.</td>
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<td>Candidate promotes social justice.</td>
<td>and gives significant voice to, and collaborates with parents and the community in</td>
<td>and the dynamics of privilege. Seeks opportunities to strengthen understanding and</td>
<td>Participates in opportunities to broaden understanding and practice as</td>
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<td>educational decisions and processes.</td>
<td>practice as integral to everyday practice.</td>
<td>integral to everyday practice.</td>
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<tr>
<td>Candidate reflects upon and addresses biases by promoting achievement</td>
<td>Persists in positive expectations for all students through reinforcement of critical</td>
<td>Regularly considers interactions, emotions, and perceptions in interactions with</td>
<td>Considers interactions, emotions, and perceptions when working with</td>
<td>Does not recognize that every human being holds unconscious biases. Conducts limited</td>
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<td>of students at all levels.</td>
<td>reflection of biases amongst self and colleagues. Advocates for all learners.</td>
<td>students and families to consider possible biases and address them to improve</td>
<td>students and families to consider possible biases and address them to</td>
<td>reflection or believes self to be free of bias.</td>
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<td>future interactions.</td>
<td>improve future interactions.</td>
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<td>Seeks additional sources of information (experiential and academic) to broaden</td>
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<td>frames of reference and deepen understanding for improved relationships with</td>
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<td></td>
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<td>students and families. Shares</td>
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<table>
<thead>
<tr>
<th>Criterion</th>
<th>Exceeds Expectations</th>
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<tr>
<td>reflections with colleagues to encourage deepened reflection and continued learning with and from colleagues.</td>
<td>Actively pursues information directly from students and the community regarding concerns. Actively stays informed through multiple reliable sources regarding issues and current events (local, national, global policies/issues) that affect students and works to educate others about these issues.</td>
<td>Sometimes supplements curriculum to be more inclusive of prior knowledge, experiences, and interests, but may not yet be effectively woven throughout curricula.</td>
<td>Does not inquire about the needs and concerns of others in the community. May over-rely on colleagues or others to stay informed.</td>
<td>Does not show concern for those in their community.</td>
</tr>
<tr>
<td>Candidate exhibits social consciousness</td>
<td>Proactively integrates diverse perspectives throughout the school and society to better educate one’s self and one’s students to maximize student learning.</td>
<td>Systematically integrates diverse perspectives throughout curriculum, drawing from sources from within and outside the school, and seeking out additional materials to better educate one’s self and one’s students.</td>
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</tr>
<tr>
<td>Candidate recognizes the importance of students’ unique prior knowledge, life experiences and interests as part of student learning</td>
<td>Educates him or herself about cultures/identities and avoids the assumption that any group of people have a singular shared perspective. Fosters respect through positive verbal and nonverbal interactions with students and families. Models and fosters respect for all cultures, identities, and perspectives in words and actions. Advocates for policies and practices that foster equity.</td>
<td>Educates him or herself about cultures/identities and avoids the assumption that any group of people have a singular shared perspective. Fosters respect through positive verbal and nonverbal interactions with students and families. Models respect for all cultures, identities, and perspectives in words and actions.</td>
<td>Demonstrates respect through positive interactions with students and families but may still have limited knowledge of some identities/cultures. Respect for diverse identities and perspectives may be inconsistent across cultures, identities, or perspectives. May inadvertently reinforce misconceptions/stereotypes about one or more groups but is working to learn more and listen in order to grow.</td>
<td>Struggles to demonstrate respect in verbal or nonverbal interactions with students/families or takes a simplistic or tolerance-focused approach toward diverse identities, cultures, and perspectives. Examples: “colorblind” approaches to race/ethnicity or taking the perspectives that it doesn’t matter how one feels toward a culture, perspective or identity since</td>
</tr>
<tr>
<td>Candidate values diverse cultures, identities, and perspectives, inclusive of learning exceptionalities, gender, sexual orientation, religion/worldview, race/ethnicity, SES, language, national origin, immigration status, age, family structure.</td>
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<tr>
<td>Candidate demonstrates commitment to helping all students can learn.</td>
<td>Adopts instruction to meet the varying needs and abilities of all students while challenging the expectations and fostering an environment that enables all students to stretch their limits.</td>
<td>Adopts instruction to meet the varying needs and abilities of all students while maintaining high expectations and fostering an environment that enables all students to reach their full potential.</td>
<td>Adopts instruction to meet the needs and abilities of certain subgroups within the learning environment. Does not consistently foster an achievement-based environment.</td>
<td>Blatantly or furtively ignores one or more subgroups’ needs and abilities within the learning environment. Does not foster an achievement-based environment.</td>
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<tr>
<td>Advocacy</td>
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<tr>
<td>Candidate is an advocate in the broader school community.</td>
<td>Reflects on actions about the way changes in schools and communities have impacted the well-being of students and what the next steps in advocacy should be.</td>
<td>Acts upon ways to enact positive changes in schools and communities that benefit the well-being of students.</td>
<td>Can articulate the ways in which positive changes in schools and communities could benefit the well-being of students.</td>
<td>Can articulate only limited understanding of the ways in which positive changes in schools and communities could benefit the well-being of students.</td>
</tr>
<tr>
<td>Candidate is an advocate in emerging trends and initiatives.</td>
<td>Anticipates and is responsive to emerging trends/initiatives impacting their students through teaching, resources, standards, and assessments and implements them into daily practice.</td>
<td>Is aware of emerging trends/initiatives impacting their students through teaching, resources, standards, and assessments and implements them into practice.</td>
<td>Stays aware of emerging trends/initiatives impacting their students through teaching, resources, standards, and assessments.</td>
<td>Is not aware of trends/initiatives impacting their students through teaching, resources, standards, and assessments.</td>
</tr>
<tr>
<td>Candidate advocates for/with students and families.</td>
<td>Demonstrates the abilities to advocate for and/or with students and families towards their needs and concerns, both inside and outside the school.</td>
<td>Demonstrates the ability to advocate for and/or with students and families towards their needs and concerns, inside of school.</td>
<td>Seeks to understand the broader needs and concerns of students and their families.</td>
<td>Does not engage with students and/or their families to better understand their broader needs and concerns inside and outside of the school.</td>
</tr>
<tr>
<td>Commitment to Student Learning</td>
<td>Embraces and accepts that change is necessary and seeks to incorporate adjustments for student learning while pursuing materials, research, and support to meet student learning needs.</td>
<td>Recognizes that change is necessary in education and makes adjustments with students’ needs in mind. Seeks tools needed for success for student learning.</td>
<td>Recognizes that change is necessary in education and attempts to adjust, however, may not consider student needs effectively or may rely on others to provide necessary tools for change.</td>
<td>Shows frustration or intense stress during change, but passively awaits assistance when in need of support or assistance.</td>
</tr>
<tr>
<td>Candidate recognizes the importance of accepting responsibility for what occurs school-wide, especially</td>
<td>Proactively maintains order and safety in the learning environment. Accepts and reflects on personal responsibility in conflict or</td>
<td>Maintains order in learning environment and acts in a manner that protects students while identifying and</td>
<td>Acknowledges the importance of order and safety, however, is reactive to normal situations. Acknowledges, but does</td>
<td>Fails to understand the importance of order or safety. Does not assume personal responsibility for</td>
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"everyone is treated the same."
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<thead>
<tr>
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<tbody>
<tr>
<td>responsibilities that contribute to student learning and a safe, orderly environment</td>
<td>problem situations and seeks involvement in additional school-wide responsibilities.</td>
<td>accepting personal responsibility in all situations. Supports school-wide assignments and responsibilities.</td>
<td>not assume personal responsibility for their learning environment, actions, or involvement in school-wide responsibilities.</td>
<td>outcomes or school-wide responsibilities.</td>
</tr>
<tr>
<td>Candidate understands and involves a wide variety of resources in the school, family, culture, and community to facilitate student learning.</td>
<td>Celebrates the unique community culture and provides materials and opportunities for students of different cultures. Welcomes involvement of family and community members while utilizing additional assets from within the community.</td>
<td>Appreciates the unique community culture. Provides materials for students of differently cultures, and recognizes, values and utilizes assets from families and community to facilitate student learning.</td>
<td>Recognizes that the community has resources available to facilitate student learning but does not actively engage to involve these in student learning.</td>
<td>Does not acknowledge the school, communities, or families have a unique culture and can provide valuable student resources.</td>
</tr>
<tr>
<td>Candidate collaborates with other professionals to improve the overall learning of students.</td>
<td>Initiates conversations and contributes collaboratively with other professional to share ideas regularly that will enhance student learning.</td>
<td>Early and effectively collaborates and cooperates with colleagues and other professionals in ways that positively impact student learning.</td>
<td>Willingly collaborates with colleagues in ways that positively impact student learning.</td>
<td>Does not effectively collaborate/cooperate with colleagues.</td>
</tr>
<tr>
<td>Commitment to Professional Growth</td>
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<tr>
<td>Candidate sets and pursues short and long-term professional goals.</td>
<td>Has a plan in place to reflect upon professional short and long-term goals and can adjust course or reset goals if/and when needed.</td>
<td>Avoids complacency in professional life. Does not embrace the notion that if it isn’t “broken” it shouldn’t be improved. Can articulate short-term and long-term goals, as well as plans for meeting them. Is carrying out steps to meet those goals.</td>
<td>Can articulate short-term and long-term goals, as well as plans for meeting them, however, lacks the follow through in achieving them.</td>
<td>Can express goals but has no clear plan in place for how to reach them.</td>
</tr>
<tr>
<td>Candidate participates in professional growth activities within and outside of the school.</td>
<td>Actively pursues opportunities to attend and present at meetings of the school system/staff development, or professional organizations.</td>
<td>Attends school, school system/staff development sessions when the opportunity presents itself. Pursues opportunities to join professional education organizations and associations.</td>
<td>Attends school, school system/staff development sessions when prescribed or mandates. Is aware that professional organizations exist.</td>
<td>Does not attend school or school system/staff development sessions and shows no interest in professional growth activities.</td>
</tr>
<tr>
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<tr>
<td>Developing Digital Citizens</td>
<td>Creates experiences for learners to make positive, socially responsible contributions online that build relationships and community. Establishes a learning culture that promotes curiosity and fosters digital literacy and media fluency. Mentors students in safe, legal, and ethical practices with digital tools.</td>
<td>Creates experiences for learners to make positive socially responsible contributions online that build relationships and community. Begins to promote a learning culture that encourages curiosity and/or fosters digital literacy and/or media fluency. Addresses the need for students to engage in safe, legal, and ethical practices with digital tools.</td>
<td>Creates experiences for learning online but does not emphasize positive and socially responsible decision making. Establishes a learning culture that addresses digital literacy and/or media fluency minimally. Incorporate some aspect of teaching safe or legal or ethical practices with tools.</td>
<td>Does not create experiences for learners to make positive, socially responsible contributions online that build relationships and community. Establishes a learning culture that does not allow for curiosity and does not address digital literacy nor media fluency. Does not actively incorporate teaching of safe, legal, or ethical practices with tools.</td>
</tr>
<tr>
<td>Candidate is a self-regulated learner and shows initiative.</td>
<td>Actively seeks opportunities for expansion in knowledge, going above and beyond the minimum requirements and focuses on creating a community of creative learners within the school.</td>
<td>Seeks opportunities for growth, meeting and achieving set benchmarks and focuses on growing as an educator by displaying creative ideas and applications to emerging educational concepts.</td>
<td>Meets responsibilities without relying on others for reminders, carefully noting minimum requirements and ensuring that they are met.</td>
<td>Relies on others to ensure responsibilities are met or falters in meeting responsibilities.</td>
</tr>
<tr>
<td>Candidate practices active listening.</td>
<td>Listens, synthesizes, and responds in a way that demonstrates understanding and empathy. Conveys attentiveness/interest, respect, and understanding that fosters positive, thoughtful relationships and mutual clarity for all involved.</td>
<td>Listens, synthesizes, and responds in a way that demonstrates understanding. Conveys attentiveness/interest, respect, and understanding that fosters positive relationships.</td>
<td>Responds (verbally or nonverbally) to convey understanding and interest in what is being communicated.</td>
<td>Listens ineffectively and/or does not respond appropriately to demonstrate understanding.</td>
</tr>
<tr>
<td>Candidate solicits and uses feedback for continuous improvement.</td>
<td>Actively seeks feedback toward professional growth from university faculty, colleagues, and administrators, while also recognizing the importance of feedback from students and families. Systematically reflects and acts upon feedback to improve practice.</td>
<td>Actively seeks feedback toward professional growth from university faculty, colleagues, and administrators. Systematically reflects and acts upon feedback to improve practice.</td>
<td>Accepts feedback readily by may not reflect and act upon feedback systematically to improve practice.</td>
<td>Struggles to accept professional feedback toward growth. May respond defensively or make excuses regarding difficulties in practice, rather than reflecting and acting upon it to improve practice.</td>
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<td>Candidate protects confidentiality (follows FERPA)</td>
<td>Takes responsibility for executing all aspects of FERPA laws and attends to proper disposal of confidential student documents after the legal holding period.</td>
<td>Keeps all written (printed, digital) communications, assessment, or other confidential student data regarding students stored safely. Takes responsibility for knowing and following the law. This includes avoiding discussing a student’s confidential information (even without using his/her name) in ways that could identify the student to others. All verbal conversations are held only with “need to know” parties in a location where others cannot overhear.</td>
<td>Maintains confidentiality with written (printed or digital) information from point of creation through safe storage. However, does not take care to have conversations with only legally “need to know” parties present in a private location where others cannot overhear. Understands language must meet “professional standards”.</td>
<td>Fails to maintain confidentiality with written (printed or digital) information (must be kept confidential upon creation and stored safely thereafter). Does not take care to have conversations with only legally “need to know” parties present in a private location where others cannot overhear. Uses demeaning or harmful language.</td>
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PART FIVE

APPENDIX
APPENDIX 1.1

Historical Development of the Conceptual Framework

The Unit’s Conceptual Framework Committee has as its charge the oversight and management of the Conceptual Framework. This Committee reviews the Framework, considers modifications and updates, and approves any changes to the framework. The Committee consists of a representative group of both internal and external constituents. Additionally, the College meets with regional school divisions once each year to review the Unit’s Conceptual Framework as well as a variety of other documents, including student teaching documentation. This group also discusses observations, issues, and concerns related to the performance of the Unit’s candidates as well as the changing environment of education in the region. As a result, programmatic and process improvements are often identified that may positively affect the performance of teachers, other school professionals, and educational leader candidates.

The Unit’s Conceptual Framework remains a living document and a work in progress. The Unit developed the Conceptual Framework theme of Educator as Professional nearly two decades ago to reflect the Unit’s position on both content and pedagogy. Revisions to the Conceptual Framework were made in the late 1990s, 2001 and 2009. The Unit has a single Conceptual Framework for initial and advanced preparation programs, aligned to national, state, and institutional professional standards. As a result, a coherent statement of the mission of the unit has continued to evolve. Its most recent revision includes the creation of a new graphic that represents the philosophy of the unit, while the previous graphic depicted the processes of the unit. Modifications have been made to address changes in technology, methodology, and various Committee recommendations. The Conceptual Framework is circulated as a separate, stand-alone document and is available on the website of the Darden College of Education and Professional Studies for use by the Unit’s faculty, candidates and partners in the public schools.

University and Unit Mission and Vision

The Conceptual Framework for the Professional Education Unit

Old Dominion University

November 2009

Educator as Professional
The Conceptual Framework for the professional education unit at Old Dominion University is guided by the theme, *Educator as Professional*.

**Vision and Mission of the Institution and Unit**

**Vision of the Institution**

Old Dominion University will be recognized nationally and internationally as forward-focused metropolitan university with a collaborative and innovative approach to education and research that spurs economic growth, focuses on student success, engages civic and community partners, and uses its connections with the military and maritime industries and its exceptional strengths and leadership in related areas to provide practical solutions to complex, real world problems.

**Mission of the Institution**

*Old Dominion University, located in the City of Norfolk in the metropolitan Hampton Roads region of coastal Virginia, is a dynamic public research institution that serves its students and enriches the Commonwealth of Virginia, the nation, and the world through rigorous academic programs, strategic partnerships, and active civic engagement.*

The University’s Mission Support describes, in detail the principles and practices that underlie the university’s undergraduate and graduate teaching, research, and service missions: a sound general education program; critical thinking; diversity; academic freedom; serving the needs of the local, national, and international communities, including military members and their families; and collaborating with government, industry, and alumni. Finally, the Major Goals of the University are described in detail: Learners; Faculty; Academic Programs; Teaching; Research, Scholarship and Creativity; International Connections; Life-long Learning; Community Service; Campus Life; Alumni; and Quality. Both the core mission statement and the detailed support statements constitute the foundation of all aspects of the University’s 2014-2019 Strategic Plan. All documents related to the University’s mission can be found on the first few pages of the current University Graduate and Undergraduate Catalogs.

**Vision and Mission of the Unit**

Together, the Darden College of Education and Professional Studies, the College of Arts and Letters, and the College of Sciences comprise the Unit and strive to prepare the highest quality school professionals, at all levels, capable of positively impacting the education of tomorrow’s leaders, one student at a time.
The Unit’s mission is to prepare professional educators to fulfill the needs of the education community, now and in the future. The vision and mission of the Unit are derived from those of the Darden College of Education and Professional Studies.

The vision of the Darden College of Education and Professional Studies is to become recognized as one of the top 50 colleges of education in the country and to increase its rankings in national opinion surveys by focusing its resources to achieve:

- **Collaboration** among departmental, College, and University colleagues with professional colleagues throughout the world;
- Adherence to the highest standards of **professionalism** and prominence in our professions; and,
- A reputation for **innovation** in teaching, research, and service in the preparation of teachers and other professionals, leaders, and scholars as we meet the needs of Hampton Roads, the Commonwealth of Virginia, the nation, and the world.

The College’s mission is to provide excellence in teaching, scholarly activities, and service while meeting the needs of its community and maintaining national and international prominence. The mission is fulfilled through the Unit’s undergraduate and graduate programs in the fields of education, counseling and human services, exercise science, sports management, recreation, training, fashion, speech-language disorders, instructional and occupational technology, as well as its many continuing education activities.

**Unit Theme- Educator as Professional**

The *Educator as Professional* theme embraced by the Unit is an expression of what candidates can expect to obtain from their academic experience. It reflects the culmination of the Unit’s purpose, to prepare teachers, other school professionals (school counselors and speech professionals), and educational leaders who have knowledge of their teaching disciplines, the ability to provide state-of-the-art instruction to students of various cultural and socioeconomic backgrounds, and who demonstrate attitudes which promote commitment to teaching and learning, as well as lifelong professional growth and development.

**Philosophy, Purposes, and Goals of the Unit**

**Unit Philosophy**

The Monarch Creed applies to all members of the University community and is inherent to all academic programs within the Unit and beyond. It reads:
Make personal and academic integrity fundamental in all my endeavors.
Offer service to the University and the community.
Nurture a climate of care, concern, and civility to others.
Accept responsibility for all my actions.
Respect the dignity, rights, and property of all people.
Commit to the ongoing pursuit of intellectual and personal development.
Heighten my awareness of individual and cultural similarities and differences.

Additionally, the Darden College of Education and Professional Studies emphasizes collaboration, professionalism, ethical practice, and innovation. The value-added activities of its 100-strong faculty support these beliefs through their work in undergraduate and graduate degree programs, continuing education opportunities, research, and service to the community.

Unit Purpose
The Old Dominion University Professional Education Unit’s purpose is to prepare teachers, other school professionals, and educational leaders who have knowledge of their teaching disciplines, with the ability to provide state-of-the-art instruction to learners of various cultural and socioeconomic backgrounds, and who demonstrate attitudes which promote commitment to teaching and learning, as well as lifelong professional growth and development. The Unit routinely works to make improvements and modifications that strengthen its purpose and reflect the changing environment of the profession.

Unit Goals
The Unit’s goals are aligned with the goals of the University as stated in its Mission Support statement and Strategic Plan. Specifically, the unit embraces the following goals:

- Provide candidates rich content experiences in each of the colleges to develop the required knowledge to effectively contribute to their specialization.
- Provide diverse opportunities for candidates to explore, understand, and become skilled in pedagogy.
- Provide a learning environment where appropriate professional dispositions are taught, modeled, emphasized, and ethical practice is valued.
- Emphasize the importance of understanding and appreciating the various cultures and socioeconomic backgrounds of learners from both rural and urban settings.
- Provide candidates the opportunity to experience and implement technology infused instruction.
• Emphasize the importance of a culture of examination, assessment, and reflection for the purpose of improving student learning.
• Provide opportunities for candidates to become familiar with, and engage in, professional organizations to emphasize the importance of lifelong professional growth, development, and service.

Candidate Proficiencies

The Unit emphasizes five candidate proficiencies in both content and pedagogy at the initial licensure level and in advanced professional studies as it prepares Professional Educators. The proficiencies emphasized include professional dispositions, understanding diverse learners, developing learning environments, professional growth and development, and assessment.

Professional Dispositions

As defined by the National Council for the Accreditation of Colleges of Education (NCATE) dispositions are professional attitudes, values, and beliefs demonstrated through both verbal and non-verbal behaviors as educators interact with students, families, colleagues, and communities. These positive behaviors support student learning and development.

The Darden College of Education and Professional Studies has adopted the following as key dispositions and behaviors essential for each teacher candidates to demonstrate across his/her programs of study:

The Teacher Education Council adopted Policies and Procedures for Assessing Teacher Candidate Dispositions at Old Dominion University. Programs have identified the points in their program assessment systems when these unit-level disposition outcomes are assessed. A three-point assessment process has been developed and implemented to increase candidate awareness of the importance of developing these characteristics.

- Demonstrates positive work habits and interpersonal skills including: a positive attitude, dependability, honesty, and respect for others.
- Uses sound judgement and thoughtful decision making with written and oral communication, while considering the intended audience and consequences.
- Exhibits organization skills.
- Exhibits emotional maturity and expresses concerns properly and professionally.
- Maintains his/her position as a positive role model in the school.
- Promotes social justice.
• Reflects upon and addresses biases by promoting achievement of students at all levels.
• Exhibits social consciousness.
• Recognizes the importance of students’ unique prior knowledge, life experiences and interests as part of student learning.
• Values diverse cultures, identities, and perspectives, inclusive of learning exceptionalities, gender, sexual orientation, religion/worldview, race/ethnicity, SES, language, national origin, immigration status, age, family structure.
• Demonstrates commitment to helping all students learn.
• Advocate in the broader school community.
• Advocate in emerging trends and initiatives.
• Advocates for/with students and families.
• Flexible and resourceful in meeting student learning needs.
• Recognizes the importance of accepting responsibility for what occurs school-wide, especially responsibilities that contribute to student learning and a safe, orderly environment.
• Understands and involves a wide variety of resources in the school, family, culture, and community to facilitate student learning.
• Collaborates with other professionals to improve the overall learning of students.
• Sets and pursues short and long-term professional goals.
• Participates in professional growth activities within and outside of the school.
• Developing Digital Citizens
• Self-regulated learner and shows initiative.
• Practices active listening.
• Solicits and uses feedback for continuous improvement.
• Protects confidentiality (follows FERPA)

Diverse Learners

Candidates are prepared to establish student-centered and differentiated instruction for students with special needs and individual learner needs. Candidates learn to honor individual differences among learners by utilizing multiple approaches to thinking and learning. Developing
and implementing an integrated curriculum that focuses on the needs and interests of children are important candidate proficiencies.

The Unit prepares candidates to plan instructional activities appropriate to the needs of culturally, ethnically, economically, and linguistically diverse learners and those with exceptional learning needs. Candidates must be able to use their knowledge of learners’ diversity to affirm and support full participation of all learners, and they must be able to use a variety of approaches to instruction in diverse settings and with learners with diverse backgrounds, interests, and abilities.

**Learning Environment**

There are several areas of emphasis involving the learning environment. Candidates are provided opportunities throughout the curriculum to develop knowledge, skills, and abilities in each area of emphasis. Evidence of their work, in this and all standards of the Unit, is provided in student portfolios and is applied during field experiences.

Upon program completion, candidates will know, understand, and use the major concepts, principles, theories, and research related to the development of children and adolescents. They can effectively consider, accommodate, and integrate the cognitive, linguistic, physical, social, and emotional development characteristics of children and adolescents. In addition, candidates will plan and implement developmentally appropriate, responsive curriculum and instructional practices based on knowledge of individual learners, the community, and curriculum goals and content.

Standards-based instruction, the knowledge and understanding of major concepts and principles of a candidate’s teaching discipline(s) as defined by educational state and national standard, is a key component of preparing candidates to establish effective learning environments. Candidates are expected to relate plans and resources to professionally developed state and national standards.

Candidates must also be prepared to apply fundamental concepts of their content specialty. They must know, understand, and use the central concepts, structures of content, and tools of inquiry for students across the grades. In addition, candidates must know, understand, and use the connections among concepts, procedures, and applications from content areas to motivate students and build understandings.
Candidates are prepared to teach the basic concepts and skills of inquiry and communication as integral to all learning. The cultivation of students’ ability to recognize and solve problems, as well as the development of students’ lifelong habits of critical thinking and judgement are also emphasized as key objectives.

Not only are the candidates expected to be able to engage preK-12 learners effectively in studies of the nature of their discipline, they must also define the values, beliefs, and assumptions inherent to the creation of knowledge within their respective disciplines, and contrast that knowledge to other ways of knowing. They must also emphasize the interdisciplinary nature of knowledge while drawing upon the resources inherent in separate subjects. Candidates become skilled at making connections across disciplines and helping students learn the power of multiple perspectives to understand complex issues.

Authentic learning experiences providing connection to human values and endeavors as well as the personalities, needs, and interests of the students is another key element of the learning environment. Candidates learn to encourage the application of knowledge, skills, tools, and ideas to real world issues. They become capable of helping learners realize how knowledge, skills and ideas relate to their lives and to other real-world situations. Candidates are also expected to know and understand the relationship of various disciplines to other human values and endeavors.

Candidates must also develop an understanding of the principles of effective classroom management. Each candidate is prepared to use a range of strategies to promote positive relationships, cooperation, conflict resolution, and purposeful learning in the instructional environment. Creating learning communities, in which students assume responsibility for themselves and one another, participate in decision-making, work collaboratively and independently, and engage in purposeful learning activities are critical elements to success in this area.

Candidates are trained to understand and use appropriate and effective interpersonal and small group communication techniques to create and effective learning environment.

**Professional Growth and Development**

The Unit strives to prepare candidates who exhibit professional dispositions, ethical decision-making, attributes, and habits of mind. They are prepared to use current research, field experiences, and self-reflection to make effective decisions and to create instruction. Candidates
must understand the dynamics of the surrounding community, various school cultures, and school curricula. In addition, candidates learn the importance of accessing and effectively utilizing resources in the school and from the community in order to construct effective educational experiences for their students.

The importance of participation in professional education organizations, including those at the local, state, and national levels, is stressed. Candidates are encouraged to participate in organizations that unite members of their respective professions and provide opportunities for professional growth. In addition, candidates are made aware of the importance of personal interests, talents, and related skills when shaping instruction. Candidates realize that personal interests and talents can serve as a valuable resource in the classroom.

Candidates understand the importance of effective communication and collaboration with students, parents, and community members to support the learners’ growth. They are encouraged to establish community partnerships that support cooperative ventures and reflect a commitment to the profession. In addition, candidates understand the importance of establishing relationships with and becoming socially attuned to the needs of learners, parents, and community members. The ability to effectively communicate and collaborate with other education professionals, particularly colleagues and administrators, for the purpose of supporting learning and a positive instructional environment is emphasized as an area for the growth and development over time.

**Assessment**

Assessment of learning is threaded through the content and pedagogy of all programs leading to *Educator as Professional*. From initial licensure to advanced programs, a culture of examination is encouraged.

Candidates are prepared to apply various formal and informal methods of assessment and evaluation of learners to inform instruction and learning. Candidates learn to use assessment as an integral part of instruction. Candidates are expected to be able to align their instructional and assessment practices and to use formative and summative methods to determine their learners’ understanding and to monitor their own teaching effectiveness. Candidates are expected to have an understanding of and an ability to use a variety of formal and informal assessment techniques (e.g., observation, portfolios of student work, teacher-made tests, performance tasks, projects, learner self-assessments, peer assessment, and standardized tests).

*Figure 1.0*
As depicted in Figure 1.0, the Unit encompasses four candidate proficiencies in all of its programs and at its core is assessment. Assessment strengthens the reflective nature of the Unit and its candidates.

In summary, the Unit’s faculty, in both initial licensure and advanced programs, assist individuals in achieving professional success by providing experiences that develop each of the conceptual framework’s proficiencies as portrayed in Figure 1.0. Thus, graduates emerge as Educators as Professionals with scholarship in their chosen disciplines, effective and professional dispositions, an ability to foster learning environments that are reflective in nature, and the desire to be life-long, inquiring learners and members of a professional community.

Commitment to Diversity

The Unit’s commitment to diversity is emphasized in the core values and purposes expressed in the Conceptual Framework. The reality of meeting the values and purposes is expressed through program activities such as courses, field experiences and clinical practice for all programs at both initial and advanced levels. The Unit’s adopted set of candidate outcomes and dispositions as expressed in the Conceptual Framework also reflect the commitment to diversity. The Unit has established performance standards (proficiencies) that all candidates are expected to develop and demonstrate through coursework, field, and clinical experiences. All candidates within the initial program have two diversity field experiences including one urban opportunity and one classroom experience with exceptional learners. Our expected outcomes and dispositions also reflect our strong commitment to diversity, not only in words, but also in the actions of both our faculty and candidates.

Commitment to Technology

To become an Educator as Professional at Old Dominion University, candidates must be well versed in the use of technology both in the classroom and at the University. The Unit strives
to meet the educational technology expectations set by the institution, its constituents, the state, and the federal government.

Technology integration and knowledge of media resources for instruction, classroom organization, and student learning are emphasized in the Unit’s programs. Candidates become familiar with the idea that technology includes, but is not limited to, devices including cell phones, tablets and laptops, web applications and apps, software, and learning management systems and/or relevant multimedia. Candidates are expected to use a variety of resources, including technology and non-print materials.

They must understand and use appropriate technology to help learners become proficient in the use of technology. In addition, they become skilled at developing the ability of the learners to apply technological knowledge and skills. Lastly, Candidates understand the importance of appropriately selecting instructional technologies to effectively teach all student populations.

References


Old Dominion University. (2004). *Old Dominion University Strategic Plan 2005-2009*.

Old Dominion University. (2006-2008). *Old Dominion University Catalog*. Norfolk, VA.


APPLICATION AND CHECKLIST FOR TEACHERS AND ADMINISTRATORS APPLYING FOR A VIRGINIA PROFESSIONAL LICENSE

ODU teacher candidates completing an approved program and who are applying for a Virginia License must submit the following documents to Office of Clinical Experiences: Please make sure that all documents are attached. If a document is missing, the application cannot be processed and will be placed on hold until the missing document is received. This will delay your application. We highly encourage applications to first collect all the documents required, then, submit the application packet complete.

- Application for a Virginia License completed and signed. Please download this form, complete it and sign it. Include this form with the rest of the documents requested below, as applicable.
- College Verification Form (Complete ONLY Part I).
  Scrolled down, print and complete ONLY Part I. Include it with this packet.
- Copy of the Child Abuse and Neglect recognition training certificate
- Copy of the dyslexia training Certificate
- Copy of the First Aid/CPR/AED training to include hands-on skills training
- Copy of your reading for Virginia educators [RVE] or Virginia Reading Assessment [VRA] Examinee Score Report [ for Pre-K, PreK-6, Special Education, and Reading Programs]
- Copy of your Praxis Subject (or multiple subjects) Assessment score report
- Copy of the Virginia Communication and Literacy assessment [VCLA] Examinee Score Report

The Virginia Department of Education requires official transcripts for every institution attended, even if you received transfer credit. Paper transcripts should be mailed directly to you and remain unopened. Electronic transcripts should be sent directly to the Director of the Office of Clinical Experiences. The application cannot be processed without the official transcripts. This will delay processing of your application to be submitted to the Virginia Department of Education.

- Official Old Dominion University transcript (in a sealed envelope). All teacher candidates must include an official Old Dominion University transcript showing:
  - Your student teaching Passing grade if you are in a post-baccalaureate program
  - Your degree, if you are in a degree program, bachelor’s or master’s degree
  - Undergraduate teacher candidates need to include the ODU official transcript in a sealed envelope showing the bachelor's degree was received. If the undergraduate degree transcript includes transfer credit, an official transcript from the transfer institution must be included with your application.
  - Graduate teacher candidates need to include an official transcript in a sealed envelope from the institution where the bachelor's degree was received. The ODU transcript must show that your MSED degree was awarded. In addition, include official transcripts in a sealed envelope from any other institutions where coursework was completed.
  - Post-baccalaureate Endorsement candidates need to include an official transcript in a sealed envelope from the institution where the bachelor's degree was received. In addition, include official transcripts in a sealed envelope from any other institutions where coursework was completed, including Old Dominion University.

A nonrefundable fee must be submitted with your application. The in-state fee is $100, and out-of-state fee is $150. The fee is determined by the address stated on your application. Your check or money order must be made payable to the Treasurer of Virginia. The Virginia Department of Education WILL NOT PROCESS an application with a check dated more than 30 days old.

Incomplete packets will be returned. We will process completed application packets within approximately two weeks from the date of receipt, sign the College Verification Form, and forward your application to the Office of Professional Licensure in Richmond. A copy of the completed College Verification Form will be mailed to you to indicate that your licensure packet has been processed and mailed to the state. Once your license is issued, VDOE will mail you the certificate directly to the address indicated on the application.

IMPORTANT ADDRESSES

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