

## Nebraska Department of Education Rule 24 Report

# WORK BASED LEARNING 9-12

(Content Area)

### Educator Preparation Content Program Review

Name of institution	University of Nebraska-Lincoln
Date Submitted	August 9, 2024
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Folio type:    Regular    Mini    **Advanced Program**

**Program(s) Covered by this Folio**

Endorsement(s)	Type	Grade Level	Program Level
	Subject	PK-12	Baccalaureate
	Field	6-12	Post-Baccalaureate
	Supplemental	7-12	Master's
List Endorsements	Low-Enrollment	Etc.	Etc.
<b>WORK BASED LEARNING</b>	<b>SUPPLEMENTAL</b>	<b>9-12</b>	<b>POST-BACCALAUREATE</b>

Is the endorsement offered at more than one site?    Yes    **No**

If yes, list additional sites where endorsement is offered:

Institution Accreditation Status:    National    State

Is this a Nationally Accredited Program?    Yes    No

If Yes, list Accrediting Organization:  

Attach National Letter to Cover Sheet

## **1a. Institutional Background**

### ***The University of Nebraska-Lincoln***

The University of Nebraska at Lincoln (UNL) was chartered as a land grant university on February 15, 1869, as part of the Morrill Act, and serves as the comprehensive public university for Nebraska. UNL is part of the University of Nebraska system that includes the University of Nebraska at Omaha, the University of Nebraska at Kearney, and the University of Nebraska Medical Center. The elected state Board of Regents governs the system and has designated UNL the flagship campus.

UNL is a member of the Big 10 Conference, the Big 10 Academic Alliance and the Association of Public and Land Grant Universities (APLU). Nebraska is classified within the Carnegie “R1 Doctoral Universities-Highest Research Activity Category,” accredited by the Higher Learning Commission and consists of eight academic colleges: Arts and Sciences, Business, Education and Human Sciences, Engineering, Fine and Performing Arts, Graduate Studies, Journalism and Mass Communications and Law. The university’s continuous improvement strategic plan, N2025, centers on the premise that every person and every interaction matters.

Enrollment in the Fall of 2023 reflected the national trend of small enrollment declines from UNL’s historical enrollment in 2017. UNL had 18,959 undergraduates and 4,641 graduate/professional students.

### ***The College of Education and Human Sciences***

The College of Education and Human Sciences (CEHS) was established in 2003 when the College of Human Resources and Family Studies and the Teachers College were combined. It is home to more than 3,100 students, 220 faculty, and 175 staff members, with 25% of students identifying as first-generation college students. CEHS includes seven academic units: Child, Youth and Family Studies (CYAF), Educational Administration (EDAD), Educational Psychology (EDPS), Nutrition and Health Sciences (NHS), Special Education and Communication Disorders (SECD), Teaching, Learning and Teacher Education (TLTE), and Textiles Merchandising and Fashion Design (TMFD). The college offers bachelor, master, specialist, and doctoral degree programs and certificate and endorsement-only programs.

UNL’s programs that are nationally accredited include Speech Language Pathology Audiology (SLPA), accredited by the Council on Academic Accreditation in Audiology and Speech Language Pathology of the American Speech Language Hearing Association (ASHA) and School Psychology, accredited by the National Association of School Psychologists (NASP). Music education, offered in the College of Fine and Performing Arts, is nationally accredited by the National Association of Schools of Music.

**1b. Standards for Admission, Retention, Transition, and Completion**

The educator preparation programs at UNL admit new graduate candidates based on the following criteria:

- A minimum undergraduate GPA of 3.0
- A valid teaching certificate or concurrently pursuing initial certificate
- Applicants are required to have a command of oral and written English. Those who do not hold a baccalaureate or other advanced degree from the United States must meet the minimum language proficiency score requirement to be considered for admission. Some advanced programs allow candidates to concurrently pursue initial licensure.
- Candidates must meet the UNL graduate student admission requirements. Some programs require a secondary application to the specific endorsement program with additional requirements. For candidates adding this endorsement through their undergraduate preparation, they must meet UNL and CEHS program admission requirements and concurrently be pursuing a baccalaureate.

Institutional Criteria	Gateway #1	Gateway #2	Gateway #3
	<i>UNL Admission</i>	<i>Program Admission</i>	<i>Completion</i>
<b>GPA 3.0</b>	X		
<b>Teaching Certificate or Pursuing Certificate</b>	X		
<b>Baccalaureate, concurrent pursue of baccalaureate or minimum language proficiency score</b>	X		
<b>Plan of Study</b>		X	
<b>Successful completion of Internship and assessments</b>			X

The Work Based Learning endorsement is completed concurrently with the Agriculture Education, Skilled and Technical Sciences, Family and Consumer Sciences Occupational and Business, Marketing and Informational Technology endorsement programs at the undergraduate level.

**1d. Program. Completers**

Program Completers and Level – Content Area:					Work Based Learning					
Academic Year					Number of Endorsement Program Completers					
					Bac	Post Bac	Alternate Route	Masters	Ed. Specialist	PhD
20	22	to	20	23	11	2	NA	0	NA	NA
20	23	to	20	24	30	2	NA	0	NA	NA

[Link to Rule 20 Folio Website](#)

1e .See Appendix A for Advising Worksheet

## Section 2: Endorsement Program Key Assessments and Related Data

Artifact 1- Summary Table of Endorsement Program Key Assessments- Advanced Programs

Name of Assessment		Assessment	Brief Description of Assessment	When Administered
1	Content – Knowledge	Reflection  Summative	Develop and present a written executive summary, brochure, video or slide articulating the role and purpose of work-based learning.  NDE-created Clinical Practice Assessment	TEAC 4/825; CYAF 808; ALEC 804  Concurrent with CTE Area Student Teaching
	Work-Based Learning Overview			
	NDE Clinical Evaluation			
2	Knowledge of Learner/Learning Environments	Project  Summative	Demonstrated awareness of careers and resources, demonstrate the ability to coordinate school-site learning experiences and develop a lesson plan.  NDE-created Clinical Practice Assessment	TEAC 4/825; CYAF 808; ALEC 804  Concurrent with CTE Area Student Teaching
	Career Awareness & Exploration			
	NDE Clinical Evaluation			
3	Knowledge of Effective Use of Instructional Practices	Project  Summative	Analyze scenarios and legal requirements and write a response, design and develop a course outline aligned with Nebraska Career Readiness Standards, and create a lesson plan for an identified essential learning.  NDE-created Clinical Practice Assessment	TEAC 4/825; CYAF 808; ALEC 804  Concurrent with CTE Area Student Teaching
	Work Based Learning Readiness			
	NDE Clinical Evaluation			
4	Professional Responsibility & Overall Proficiency	Summative	NDE-created Clinical Practice Assessment	Concurrent with CTE Area Student Teaching
	NDE Clinical Evaluation			

## Key Assessments – Descriptions and Information

### Key Program Assessment #1: Content Knowledge

The Work-Based Learning (WBL) overview reflection provides candidates the opportunity to develop an overview, understanding, and ability to articulate the role and purpose of work based learning. Candidates read materials and demonstrate their knowledge and personal reflections through the development and presentation of an executive summary, brochure, video or slides.

The Clinical Practice Assessment, a 15-item instrument aligned to InTASC Standards 1-10, was developed, validated, and underwent reliability tests by the NDE in collaboration with the educator preparation programs in the Nebraska and the NDE requires its use. UNL's mentor teachers, university supervisors, and teacher candidates use the four-level rubric to formatively assess candidates after approximately 50% of their clinical practice experience has been completed. Mentor teachers, university supervisors, and teacher candidates complete the instrument a second time at the conclusion of the clinical practice experience, as the summative assessment for candidates. It provides data used to inform program improvement. Summative data are collected and presented to faculty and reviewed annually by other stakeholders.

### Key Program Assessment #2 Knowledge of Learner and Learning Environments

The WBL project on career awareness and exploration is focused on utilizing knowledge gained through the overview reflection to demonstrate the ability to coordinate school-site learning experiences such as job shadowing and mentorship and develop or modify career education lesson plans.

The Clinical Practice Assessment, a 15-item instrument aligned to InTASC Standards 1-10, was developed, validated, and underwent reliability tests by the NDE in collaboration with the educator preparation programs in the Nebraska and the NDE requires its use. UNL's mentor teachers, university supervisors, and teacher candidates use the four-level rubric to formatively assess candidates after approximately 50% of their clinical practice experience has been completed. Mentor teachers, university supervisors, and teacher candidates complete the instrument a second time at the conclusion of the clinical practice experience, as the summative assessment for candidates. It provides data used to inform program improvement. Summative data are collected and presented to faculty and reviewed annually by other stakeholders.

### Key Program Assessment #3 Knowledge of Effective Use of Instructional Practices

The WBL project focused on Work Based Learning Readiness is composed of completing analysis of scenarios and legal requirements and responding, designing and developing a course outline aligned with Nebraska Career Readiness Standards, and creating a lesson plan for an identified essential learning.

The Clinical Practice Assessment, a 15-item instrument aligned to InTASC Standards 1-10, was developed, validated, and underwent reliability tests by the NDE in collaboration with the educator preparation programs in the Nebraska and the NDE requires its use. UNL's mentor teachers, university supervisors, and teacher candidates use the four-level rubric to formatively assess candidates after approximately 50% of their clinical practice experience has been completed. Mentor teachers, university supervisors, and teacher candidates complete the instrument a second time at the conclusion of the clinical practice experience, as the summative assessment for candidates. It provides data used to inform program improvement. Summative data are collected and presented to faculty and reviewed annually by other stakeholders.

#### **Key Program Assessment #4 Professional Responsibility & Overall Proficiency**

The Clinical Practice Assessment, a 15-item instrument aligned to InTASC Standards 1-10, was developed, validated, and underwent reliability tests by the NDE in collaboration with the educator preparation programs in the Nebraska and the NDE requires its use. UNL's mentor teachers, university supervisors, and teacher candidates use the four-level rubric to formatively assess candidates after approximately 50% of their clinical practice experience has been completed. Mentor teachers, university supervisors, and teacher candidates complete the instrument a second time at the conclusion of the clinical practice experience, as the summative assessment for candidates. It provides data used to inform program improvement. Summative data are collected and presented to faculty and reviewed annually by other stakeholders.

## Artifact 2: Key Assessment Data by Endorsement

Data was collected from the NDE Clinical Evaluation for candidates completing this endorsement concurrently with other field or subject endorsements. Performance means for completers of the Work Based Learning endorsement include ratings for the full scope of the clinical placement. There is no Praxis II Content Exam for Work Based Learning.

Indicator		Mean	
		2022-2023	2023-2024
1	Learner Development-Uses knowledge of students to meet needs	2.39	2.33
2	Learner Differences – Differentiates instruction to meet student needs	2.04	2.11
3	Learning Environments – Promotes a positive classroom environment through clear expectations	2.30	2.33
4	Content Knowledge – Uses accurate content and academic vocabulary	2.22	2.73
5	Application of Content – Engages students in critical thinking and collaborative problem solving	2.11	2.17
6	Application of Content – Develops literacy and communications skills through content	2.13	2.08
7	Assessment – Uses classroom assessment	2.35	2.33
8	Assessment – Assess for Learning	2.09	2.25
9	Planning for Instruction – Plans for Instruction	2.23	2.42
10	Instructional Strategies – Incorporates digital tools into instruction	2.57	2.50
11	Instructional Strategies – Uses research-based instructional strategies	2.09	2.00
12	Instructional Strategies – Uses engagement to enhance learning	2.13	2.50
13	Professional Learning and Ethical Practice – Accepts critique and input regarding performance	2.57	2.50
14	Leadership and Collaboration – Conveys professional demeanor	2.35	2.50
15	Leadership and Collaboration – Uses professional communication	2.04	2.50



Work based learning is a supplemental endorsement offered in the EPPs Career and Technical Education endorsement programs: Agricultural Education, Business, Marketing, Information Technology, Family Consumer Sciences Occupations, and Skilled and Technical Sciences. The course provides the foundation and scope of current and projected vocational cooperative education programs and general education work experience. Those who complete this endorsement are prepared to provide students with career development and other occupational related education skills.

### **Artifact 3: Summary of Findings**

Work based learning is a supplemental endorsement offered in the EPPs Career and Technical Education endorsement programs: Agricultural Education, Business Marketing and Information Technology (BMIT), Family Consumer Sciences Occupational (FCS), and Skilled and Technical Sciences (STS). The course provides the foundation and scope of current and projected vocational cooperative education programs and general education work experience. Those who complete this endorsement are prepared to provide students with career development and other occupational related education skills.

### **Key Assessment 1: Content Knowledge**

All WBL completers were rated at the Satisfactory or above rating for the assessments. This rating was required to successfully complete the course and endorsement.

Data from the NDE Clinical Evaluation indicates all completers were rated at or above Proficient levels for both 2022-2023 and 2023-2024. The high mean (2.22) in 2022-2023 was in Content Knowledge. The low mean (2.11) in 2022-2023 was in Application of Content-engages students in critical thinking and collaborative problem solving. The high mean (2.73) in 2023-2024 was in Content Knowledge. The low mean (2.08) in 2023-2024 was in Application of Content-develops literacy and communications skills through content. Mean scores indicate content knowledge is an overall area of strength for completers.

### **Key Assessment 2: Knowledge of Learner and Learning Environments**

All WBL completers were rated at the Satisfactory or above rating for the assessments. This rating was required to successfully complete the course and endorsement.

Data from the NDE Clinical Evaluation indicates all completers were rated at or above Proficient levels for both 2022-2023 and 2023-2024. The high mean (2.39) in 2022-2023 was in Learner Development and the low mean (2.04) was in Learner Differences. In 2023-2024 the high mean (2.33) was in both Learner Development and Learning Environments. The low mean (2.11) was Learner Differences.

### **Key Assessment #3 Knowledge of Effective Use of Instructional Practices**

All WBL completers were rated at the Satisfactory or above rating for the assessments. This rating was required to successfully complete the course and endorsement.

Data from the NDE Clinical Evaluation indicates all completers were rated at or above Proficient levels for both 2022-2023 and 2023-2024. The high mean (2.57) in 2022-2023 was in Instructional Strategies -Incorporates digital tools into instruction and the low mean (2.09) was in Instructional Strategies-Uses research-based instructional strategies. In 2023-2024 the high mean (2.50) was in both Instructional Strategies-Incorporates digital tools into instruction and Instructional. Strategies-Uses engagement to enhance learning. The low mean (2.00) was Instructional Strategies-Uses research-based instructional strategies.

#### **Key Program Assessment #4 Professional Responsibility & Overall Proficiency**

Data from the NDE Clinical Evaluation indicates all completers were rated at or above Proficient levels for both 2022-2023 and 2023-2024. The high mean (2.57) in 2022-2023 was in Professional Learning and Ethical Practice and the low mean (2.04) was in Leadership and Collaboration. In 2023-2024 a mean score of 2.50 was evident in all areas, Professional Learning and Ethical Practice, Leadership and Collaboration-Conveys a professional demeanor and Leadership and Collaboration-Uses professional communication. Means scores indicate this is an area of strength for completers

### **Section 3: Use of Related Data and Information for Continuous Program Improvement of Endorsement Program**

#### **Program Changes**

The EPP implemented a Quality Assurance System (QAS) in the Spring of 2019, with full implementation delayed by the Covid-19 pandemic. The process, while fully implemented, continues to develop and refine personnel, infrastructure and systems within the UNL parameters on data collection The CEHS Professional Education Committee (PEC) was established and provides policies and guidance to educator programs that prepare candidates for positions in the P-12 schools; established a conceptual model for all programs and approved an assessment system to describe the quality and type of learning of candidates in the various programs; solicits plans for improving the quality of candidates in each of the programs; and systematically monitors the quality of programs using the accreditation standards. PEC consists of Chairs of departments with primary responsibility for the preparation of the educational professionals, the UNL Certification Officer, and the following additional members, each of whom serve a three-year term: four to eight CEHS faculty members selected by faculty colleagues, four representatives from the College of Arts and Sciences and/or the College of Fine and Performing Arts selected by the Deans of those colleges, four teachers from P-12 education appointed by the UNL Certification Officer (in consultation with the Executive Director of the Nebraska State Teachers Association), one speech and language therapist, two guidance counselors or school psychologists appointed by the Dean of CEHS, and two school administrators appointed by the Dean of CEHS. PEC plays a major coordinating role in the

accreditation process and involves the faculty of the College in addressing issues related to accreditation and continuous quality improvement.

### **Course Changes**

The pathways leading to the WBL endorsement courses at UNL expanded since the last review. The endorsement can be completed in three different departments concurrently with career and technical education endorsement programs or as a stand-alone supplemental endorsement. The Department of Teaching, Learning and Teacher Education, which houses all elementary and most secondary endorsement programs, offers TEAC 425/825 each semester. The Department of Child, Youth and Family Studies, which is home to the Family and Consumer Sciences endorsement program, offers CYAF 808 each semester. The College of Agriculture and Natural Resources, an affiliated college to CEHS and home of the Agricultural Education and Skilled and Technical Sciences programs, offers ALEC 235 (Ag)/234 (STS) and 804 each semester. Additional combinations of courses from these programs may also qualify in certain circumstances as meeting the WBL requirements.

Because the WBL endorsement is offered across departments and disciplines, completers finish the endorsement designed specific to their area. While all WBL courses meet Rule 24 endorsement requirements, variation exists within each department's offering. Program faculty attempt to be cohesive regarding structure and outcomes but because nothing formal is in place, some courses can vary greatly in structure than others. This is an issue of which faculty understands and continues to work through to ensure general consistency in content for completer success.



## Appendix A Advising Worksheet

This is a single-class endorsement embedded into other programs. The BMIT advising sheet is provided below with the required Work-Based Learning course highlighted.

NAME: \_\_\_\_\_ NU ID #: \_\_\_\_\_ BULLETIN \_\_\_\_\_

### Secondary Education: Business, Marketing and Information Technology 2023-2024

# could be taken for credit towards an International Studies minor

**I. ACHIEVEMENT CENTERED EDUCATION (ACE)**

All UNL students are required to complete a minimum of 3 hours of approved course work in each of the 10 designated ACE areas.

ACE #1 Written Texts Incorporating Research & Knowledge Skills  
ENGL 151, 151 or 254 \_\_\_\_\_ (3 hrs) ✓✓✓✓✓

ACE #2 Communication Skills  
TEAC 259 \_\_\_\_\_ (3 hrs) ✓✓✓✓✓

ACE #3 Mathematical, Computational, Statistical, or Formal Reasoning Skills  
MATH 104 or ECON 215 \_\_\_\_\_ (3 hrs) \_\_\_\_\_

ACE #4 Study of Scientific Methods & Knowledge of Natural & Physical World  
(Any) \_\_\_\_\_ (3 hrs) \_\_\_\_\_

ACE #5 Study of Humanities  
(Any) \_\_\_\_\_ (3 hrs) \_\_\_\_\_

ACE #6 Study of Social Sciences  
EDPS 251 \_\_\_\_\_ (3 hrs) ✓✓✓✓✓

ACE #7 Study of the Arts to Understand Their Context & Significance  
(Any) \_\_\_\_\_ (3 hrs) \_\_\_\_\_

ACE #8 Ethical Principles, Civics, Stewardship & Their Importance to Society  
TEAC 331 \_\_\_\_\_ (3 hrs) ✓✓✓✓✓

ACE #9 Global Awareness, Knowledge of Human Diversity through Analysis  
of an Issue  
#TEAC 330 \_\_\_\_\_ (3 hrs) ✓✓✓✓✓

ACE #10 Integration of Abilities, Capacities in a Creative or Scholarly Product  
TEAC 403B \_\_\_\_\_ (3 hrs) ✓✓✓✓✓

**III. PRE-PROFESSIONAL EDUCATION**

EDPS 251 Fundamentals of Adolescence \_\_\_\_\_ (3 hrs) \_\_\_\_\_  
EDPS 297 Practicum (take w/ EDPS 251) \_\_\_\_\_ (1 hr) \_\_\_\_\_  
TEAC 259 Instructional Technology \_\_\_\_\_ (3 hrs) \_\_\_\_\_  
#TEAC 330 Multicultural Education \_\_\_\_\_ (3 hrs) \_\_\_\_\_  
TEAC 331 Foundations of Ed \_\_\_\_\_ (3 hrs) \_\_\_\_\_  
TEAC 161 Teaching Matters \_\_\_\_\_ (3 hrs) \_\_\_\_\_

**II. Electives**  
(to meet 120 hour requirement for graduation)

**Recommended:**  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**IV. ENDORSEMENT**

All grades must be a minimum of "C" or above.

COMM 286 Bus & Professional Comm \_\_\_\_\_ (3 hrs) \_\_\_\_\_  
BSAD 220 Bus Comm Strategies **OR** \_\_\_\_\_  
JGEN 120 Basic Business Comm \_\_\_\_\_ (3 hrs) \_\_\_\_\_  
\*TEAC 229 Applications Software \_\_\_\_\_ (3 hrs) \_\_\_\_\_  
TEAC 425 Work-Based Learning/Coop Teach \_\_\_\_\_ (3 hrs) \_\_\_\_\_  
\*TEAC 443 Curriculum Issues \_\_\_\_\_ (3 hrs) \_\_\_\_\_  
\*TEAC 444 Technology Issues \_\_\_\_\_ (3 hrs) \_\_\_\_\_

#ACCT 201 Intro Acct I (Sophomore standing) \_\_\_\_\_ (3 hrs) \_\_\_\_\_  
ACCT 202 Intro Acct II (Sophomore standing) \_\_\_\_\_ (3 hrs) \_\_\_\_\_  
#BLAW 371 Legal Environment \_\_\_\_\_ (3 hrs) \_\_\_\_\_  
#ECON 211 Macro (Sophomore standing) \_\_\_\_\_ (3 hrs) \_\_\_\_\_  
ECON 212 Micro (Sophomore standing) \_\_\_\_\_ (3 hrs) \_\_\_\_\_  
FINA 260 Personal Finance \_\_\_\_\_ (3 hrs) \_\_\_\_\_  
MRKT 341 Marketing \_\_\_\_\_ (3 hrs) \_\_\_\_\_  
MRKT 347 Marketing Communication Strategy \_\_\_\_\_ (3 hrs) \_\_\_\_\_  
MRKT Any \_\_\_\_\_ (3 hrs) \_\_\_\_\_

MNGT 121 Introduction to Entrepreneurial Management **OR**  
ENTR 321 Entrepreneurship & Innovation in Org \_\_\_\_\_ (3 hrs) \_\_\_\_\_

\* These courses are offered on a 3-semester rotation so it is important that you confer with your academic advisor regularly.

**Work-Based Learning (Grades 9-12)**

Students in the BMIT or FCS Occupational programs will also be recommended to Nebraska Department of Education for the Work-Based Learning endorsement. Persons with this endorsement may coordinate, teach and supervise programs of instruction that develop career and life skills.

1,000 hours paid, business related work experience documented **OR**  
TEAC 297 Practicum (0-2)

**Acceptance into the Business Teacher Education Program is required before enrollment in the Professional Education courses.**

All grades must be a minimum of "C+" or above.

**V. PROFESSIONAL EDUCATION**

**Teaching Methods**

TEAC 397J Practicum \_\_\_\_\_ (F) (3 hrs) \_\_\_\_\_  
#TEAC 413M ELL Content Area \_\_\_\_\_ (3 hrs) \_\_\_\_\_  
TEAC 451K Teaching Principles \_\_\_\_\_ (S) (3 hrs) \_\_\_\_\_  
TEAC 452J Curriculum Planning \_\_\_\_\_ (F) (3 hrs) \_\_\_\_\_  
SPED 201 Intro to Special Educ \_\_\_\_\_ (3 hrs) \_\_\_\_\_

**Student Teaching**

TEAC 497J Student Teaching \_\_\_\_\_ (9 hrs) P/N  
TEAC 403B Seed Student Teac Seminar \_\_\_\_\_ (3 hrs) \_\_\_\_\_

Bus-Mark-Info Tech Rev 4/26/23

## Appendix B

### Key Assessments and Scoring Rubric

#### Nebraska Clinical Practice Assessment



Updated 12.19.17

#### Nebraska Clinical Practice Rubric

Teacher Candidate: \_\_\_\_\_

For Office use only: CT/ TC/ US

Evaluator's Name: \_\_\_\_\_

Evaluator's Role: \_\_\_\_\_

Date: \_\_\_\_\_

Select the cell in each row, which best describes performance. At midterm, the goal would be for student teachers to be performing at Developing or Proficient. If performance is scored "Below Standard," please be in communication with the coordinator of field experiences.

	Advanced	Proficient	Developing	Below Standard
<p><b>Uses knowledge of students to meet needs</b></p> <p><b>Standard 1</b> Learner Development InTASC 1; CAEP 1.1</p>	<p>Uses data about students and their development to adjust teaching and build on student strengths resulting in student learning.</p>	<p>Uses data about students and their development to adjust teaching.</p>	<p>Collects data about students and their development but does not adjust teaching.</p>	<p>Lacks evidence of data collection and use related to students and their development.</p>
<p><b>Differentiates instruction to meet student needs</b></p> <p><b>Standard 2</b> Learner Differences InTASC 2; CAEP 1.1</p>	<p>Identifies students' needs for differentiation and responds with individualized instruction, flexible grouping, and varied learning experiences to include bringing multiple perspectives and cultural resources to the discussion of content.</p>	<p>Identifies students' needs for differentiation and responds with individualized instruction, flexible grouping, and varied learning experiences.</p>	<p>Identifies students' needs for differentiation.</p>	<p>Does not identify students' needs for differentiation.</p>
<p><b>Promotes a positive classroom environment through clear expectations</b></p> <p><b>Standard 3</b> Learning Environments InTASC 3; CAEP 1.1</p>	<p>Communicates and reinforces clear task and behavior expectations to students, develops routines that support expectations and minimizes the loss of instructional time.</p>	<p>Communicates and reinforces clear task and behavior expectations to students and follows routines that support expectations for the learning environment.</p>	<p>Communicates and reinforces clear task and behavior expectations to students.</p>	<p>Attempts to communicate and reinforces clear task and behavior expectations to students.</p>
<p><b>Uses accurate content and academic vocabulary</b></p> <p><b>Standard 4</b> Content Knowledge InTASC 4; CAEP 1.1</p>	<p>Communicates accurate content, uses academic vocabulary correctly, provides relevant opportunities for students to demonstrate understanding and uses knowledge of common misconceptions to create accurate understanding in the content area.</p>	<p>Communicates accurate content, uses academic vocabulary correctly and provides relevant opportunities for students to demonstrate understanding.</p>	<p>Communicates content and uses academic vocabulary, yet does not consistently provide relevant opportunities for students to demonstrate understanding.</p>	<p>Communicates inaccurate content, academic vocabulary and/or provides irrelevant opportunities for students to demonstrate understanding.</p>



Updated 12.19.17

<p><i>Engages students in critical thinking and collaborative problem solving</i></p> <p><b>Standard 5</b> Application of Content InTASC 5; CAEP 1.1</p>	<p>Links concepts to help students make connections and engages students in applying methods of inquiry in the discipline to engage learners in critical thinking.</p>	<p>Links concepts to help students make connections and engages students in applying methods of inquiry in the discipline.</p>	<p>Links concepts to help students make connections in the discipline.</p>	<p>Does not assist students in making connections in the discipline.</p>
<p><i>Develops literacy and communication skills through content</i></p> <p><b>Standard 5</b> Application of Content InTASC 5; CAEP 1.1</p>	<p>Engages students to utilize literacy and communication skills from a variety of resources and perspectives to address targeted purposes and audiences.</p>	<p>Engages students to utilize literacy and communication skills by accessing a variety of resources and perspectives to show understanding of content.</p>	<p>Engages students in developing literacy and communication skills.</p>	<p>Provides few opportunities for students to develop literacy and communication skills.</p>
<p><i>Uses classroom assessment</i></p> <p><b>Standard 6</b> Assessment InTASC 6; CAEP 1.1</p>	<p>Uses classroom formative and summative assessments that match objectives and inform instructional decisions to guide implementation of differentiated instructional strategies to include designing and/or adapting interventions as a result.</p>	<p>Uses classroom formative and summative assessments that match objectives and inform instructional decisions to guide implementation of differentiated instructional strategies.</p>	<p>Uses classroom formative and summative assessments that match objectives and inform instructional decisions.</p>	<p>Uses classroom formative and summative assessments but may not match objectives and/or inform instructional decisions.</p>
<p><i>Assesses for learning</i></p> <p><b>Standard 6</b> Assessment InTASC 6; CAEP 1.1</p>	<p>Uses student performance data and knowledge of students to identify interventions that support and/or advance learning through a series of differentiated assessment practices that positively impact learning.</p>	<p>Uses student performance data and knowledge of students to identify interventions that support and/or advance students to positively impact learning.</p>	<p>Uses student performance data and knowledge of students to identify interventions that support students.</p>	<p>Does not use student performance data and/or knowledge of students to identify interventions that support students.</p>
<p><i>Plans for instruction</i></p> <p><b>Standard 7</b> Planning for Instruction InTASC 7; CAEP 1.1</p>	<p>Sequences learning experiences linked to the learning objectives, performance tasks and assessments to provide multiple ways for students to demonstrate knowledge and skills to include using data to adjust for recurring learning needs throughout planning.</p>	<p>Sequences learning experiences linked to the learning objectives, performance tasks and assessments to provide multiple ways for students to demonstrate knowledge and skills.</p>	<p>Sequences learning experiences linked to the learning objectives, performance tasks and assessments.</p>	<p>Provides little or no evidence of sequenced learning experiences and/or experiences are not linked to the learning objectives, performance tasks and/or assessments.</p>
<p><i>Incorporates digital tools into instruction</i></p> <p><b>Standard 8</b> Instructional Strategies InTASC 8; CAEP 1.1</p>	<p>Designs or adapts relevant learning experiences that incorporate digital tools and resources to promote student learning and creativity.</p>	<p>Provides relevant learning experiences that incorporate digital tools and resources to promote student learning and creativity.</p>	<p>Provides relevant learning experiences that incorporate digital tools to stimulate interest.</p>	<p>Provides learning experiences that incorporate digital tools infrequently or ineffectively.</p>



Updated 12.19.17

<p><i>Uses research-based instructional strategies</i></p> <p><b>Standard 8</b> Instructional Strategies InTASC 8; CAEP 1.1</p>	<p>Uses a broad range of evidence-based strategies to support learning in the content area, poses questions that elicit student thinking about information and concepts to build critical thinking skills.</p>	<p>Uses evidence-based strategies to support learning in the content area and poses questions that elicit student thinking and support critical thinking skills.</p>	<p>Uses evidence-based strategies to support learning in the content area and poses questions that elicit student thinking.</p>	<p>Uses strategies and poses questions.</p>
<p><i>Uses engagement to enhance learning</i></p> <p><b>Standard 8</b> Instructional Strategies InTASC 8; CAEP 1.1</p>	<p>Organizes and manages the learning environment for student engagement and personal accountability using strategies that provide opportunities for students to process and articulate new knowledge.</p>	<p>Organizes and manages the learning environment for student engagement using strategies that provide opportunities for students to process and articulate new knowledge.</p>	<p>Manages the learning environment for student engagement.</p>	<p>Attempts to manage the learning environment for student engagement.</p>
<p><i>Accepts critique and input regarding performance</i></p> <p><b>Standard 9</b> Professional Learning and Ethical Practice InTASC 9; CAEP 1.1</p>	<p>Invites constructive feedback, responds positively, independently sets and implements goals to improve practice.</p>	<p>Invites constructive feedback, responds positively, with support sets and implements goals to improve practice.</p>	<p>Invites constructive feedback, responds positively, but inconsistently implements goals to improve practice.</p>	<p>May resist constructive feedback or fail to implement goals to improve practice.</p>
<p><i>Conveys professional demeanor</i></p> <p><b>Standard 10</b> Leadership and Collaboration InTASC 10; CAEP 1.1</p>	<p>Conveys a confident, professional decorum when interacting with learners, peers, colleagues and the community in small and large group situations to include seeking out leadership opportunities in the school and/or community.</p>	<p>Conveys a confident, professional decorum when interacting with learners, peers, colleagues and the community in small and large group situations.</p>	<p>Conveys professional decorum when interacting with learners, peers, colleagues and the community in small and large group situations. Any minor lapses have been addressed.</p>	<p>Conveys a lack of professional decorum when interacting.</p>
<p><i>Uses professional communication</i></p> <p><b>Standard 10</b> Leadership and Collaboration InTASC 10; CAEP 1.1</p>	<p>Demonstrates professional oral, written and electronic communication, responds to people, problems and crises effectively and communicates with families through a variety of means (i.e. notes home, e-mails or websites, phone calls, conferences, meetings).</p>	<p>Demonstrates professional oral, written and electronic communication, responds to people, problems and crises effectively.</p>	<p>Demonstrates professional oral, written and electronic communication, responds to people, problems and crises effectively with additional assistance.</p>	<p>Demonstrates unprofessional oral, written and/or electronic communication and/or responds to people, problems and crises ineffectively.</p>



**CEHS  
Common Assessment Instrument Framework for CAEP  
Final Draft August 2015**

**Basis on which to build**

**1. Child and Youth Development.** Demonstrates knowledge of how individuals grow, develop and learn intellectually, socially and personally. **INTASC 1; NAEYC 1a, NAEYC 1b**

<b>Unacceptable</b>	<b>Emergent</b>	<b>Sufficient</b>	<b>Advanced</b>
Does not identify or describe age-typical physical, social, emotional, cognitive and language characteristics of students. Plans for instruction do not account for differences in students' developmental levels. Holds expectations for students that are developmentally inappropriate.	Identifies and sufficiently describes age-typical characteristics of students in at least one domain of physical, social, emotional, cognitive or language development. Instructional plans (or ideas presented in assignment) are compatible with students' developmental level in some but not all domains.	Identifies and describes age-typical characteristics of students' physical, social, emotional, cognitive and language development. Instructional plans (or ideas presented in assignment) are developmentally appropriate for students' physical, social, emotional cognitive and language development.	Identifies and describes in detail age-typical physical, social, emotional, cognitive and language characteristics of students. Connects understanding of the characteristics with their implications for classroom practices. Expectations for students are developmentally appropriate.
0	1	2	3

**2. Diversity.** Demonstrates knowledge about how the social, economic, linguistic and cultural backgrounds of students, and family dynamics impact learning. **INTASC 2; NAEYC 2a**

<b>Unacceptable</b>	<b>Emergent</b>	<b>Sufficient</b>	<b>Advanced</b>
Does not recognize differences among students; or does not acknowledge differences among students; and does not interact appropriately with students with differences. May actively demonstrate bias against individuals or groups.	Recognizes at least some categories of differences among students and may recognize the impact that some differences have on student learning needs. Addresses students appropriately. Holds lowered expectations of students with differences and limits efforts to differentiate instruction.	Addresses students appropriately and with respect. Holds the same high expectations of all students. Recognizes most categories of differences among students and lessons reflect these differences in student learning needs. Is capable of explaining instructional needs of some of those categories.	Addresses students appropriately. Able to explain how student differences affect learning needs. Incorporates the knowledge of all categories of student differences into lesson planning. Identifies student differences, adapts lessons to meet different learning needs, and maintains high expectations of all students.
0	1	2	3

**3. Subject Matter Knowledge for Teaching.** Makes content knowledge accessible to students.  
**INTASC 4, NAEYC 5a; NAEYC 5b; NAEYC 5c**

<b>Unacceptable</b>	<b>Emergent</b>	<b>Sufficient</b>	<b>Advanced</b>
Does not demonstrate sufficient content knowledge for the lessons that are delivered; Is unable to use that content knowledge. Teaches erroneous knowledge. Does not connect individual lessons to district or state curriculum objectives or content standards.	Demonstrates mastery of most common content knowledge for the lessons that are delivered; and shows mastery of some but not all specialized knowledge necessary for the lesson. Makes some errors in the content delivered to students. Usually accommodates lessons appropriately in response to student confusion or errors in content.	Demonstrates mastery knowledge of common and specialized content appropriate to the lessons are delivered; and demonstrates an understanding of student needs, and of effective teaching; and make some connections among those. Makes few or no errors in content. Accommodates lessons appropriately in response to student confusion or errors in content. Content is clearly aligned district or state curriculum objectives and content standards.	Excellent mastery in the content appropriate to the lessons; Anticipates students misconception and modifies instruction to respectfully confront thesis; Uses their knowledge, appropriate guidelines/standards, and other resources to design, implement, and evaluate meaningful, challenging curricula for each child. Lessons are effectively delivered and demonstrate good connection between knowledge of content, student and teaching..
0	1	2	3

**Act of teaching**

**4. Planning for Learning.** Creates useable lessons and unit plans based on knowledge of the discipline, students, and curricular goals. **INTASC 7**

<b>Unacceptable</b>	<b>Emergent</b>	<b>Sufficient</b>	<b>Advanced</b>
Instructional activities are randomly chosen or incompletely described or both. The lesson is poorly organized. The lesson plan shows no evidence of scaffolding. There is no continuity between the lesson and the overall unit. Learning objectives are missing from lesson plans; or the assessment plan is incompatible with learning objectives; or these objectives reflect an inappropriate expectation.	Some but not all activities within the lesson plan are aligned with the overall plan and with learning objectives. Instructional activities may be incompletely described. The learning objectives are present and appropriate. The assessment plan is compatible with most but not all learning objectives.	All instructional activities are articulated and aligned with the overall plan. Learning objectives are present, expectations are appropriate, and both objectives and expectations represent important discipline-based learning. The assessment plan is compatible with all learning outcomes.	Activities within the lesson plan are carefully articulated in the overall lesson design and provide differentiation for diverse learners. Objectives are present, set high expectations, and represent important discipline-based learning. The assessment plan is fully compatible with all learning objectives and provides alternatives for individual students as needed.
0	1	2	3

**5. Responsive Teaching.** Skillfully implements lessons that are flexible and intentional to meet individual student needs. **INTASC 5, 8**

<b>Unacceptable</b>	<b>Emergent</b>	<b>Sufficient</b>	<b>Advanced</b>
Lacks a plan for instruction or teaching reflects a failure to execute the lesson plan. Or rigidly adheres to a lesson plan regardless of evidence from students or in the classroom that the lesson is not working. Is inflexible in adapting plans based on students' current behaviors, interests, or needs. Does not notice when something needs to be done differently.	Teaching has partially implemented the plan for instruction. Does not consistently notice all relevant student responses, behavior, interests, or needs. Makes limited adjustments in lessons based on those student responses that were observed.	Has a plan for instruction and follows that plan. Notices most student responses to the lesson, and makes sufficient adaptations so that students remain engaged. The majority of students are engaged in the lesson from start to finish.	Follows the plan for instruction and 'thinks on their feet' to adjust to students during the lesson. Shows a keen understanding of individual students' experience of the lesson. Adaptations are effective. The majority of students are engaged in the lesson from start to finish.
0	1	2	3

**6. Assessment.** Uses informal and formal assessments to inform instruction and support continuous development of all students. **INTASC 6, NAEYC 3a, 3b, 3c, 3d**

<b>Unacceptable</b>	<b>Emergent</b>	<b>Sufficient</b>	<b>Advanced</b>
Does not implement assessments into lessons. Does not understand the role of assessment in instruction. Never uses assessment information in making decisions about instruction.	Implements assessment at least some of the time while teaching, but does not consistently use assessment results to inform future instructional decision-making.	Implements assessment regularly and uses assessment results in subsequent planning and decision-making.	Understands the cycle of assessment and embeds multiple forms of assessments throughout lessons in an ongoing manner. Routinely uses that information in instructional planning and decision-making. Assessment drives decision-making.
0	1	2	3

### Relationships and Inclusion

7. **Relationships with Students.** Develops and maintains rapport with individual and groups of students. **INTASC 3, NAEYC 4a, 4b, 4c, 4d**

Unacceptable	Emergent	Sufficient	Advanced
Is mean to or yells at students; Publically insults students in class; Does not appear to like students; Is disengaged from students; Uses sarcasm in interactions with students	Is professional and even mannered in interactions with students; is neither detached from nor emotionally engaged with students; Interactions with students are impersonal, much like speaking to a store clerk or hotel receptionist. May be overly permissive.	Demonstrates empathy with all students in spoken and unspoken communication. Is friendly and professional in interactions. Responds to students' interactions. Has average expectations for students.	Has genuine and warm relationships and communicates high expectations to all students. Demonstrates empathy in unspoken and spoken communication with students. Actively seeks frequent opportunities to engage with students. Validates student efforts to learn, gives corrective feedback, and encourages students to try again.
0	1	2	3

8. **Inclusive Practices.** Adapts curriculum and instruction for students with disabilities. **INTASC 2, 10; NAEYC 1a, 2a, 3a, 5a**

Unacceptable	Emergent	Sufficient	Advanced
Resists having students with disabilities or diversities in the classroom. Ignores or is disengaged from students with disabilities or diverse students.	Attempts to engage and include students with disabilities, but these attempts are awkward and generally ineffective. Lessons show very limited differentiation. Modifications made to accommodate students with disabilities single out or draw attention to the disability.	Is welcoming of students with disabilities and diverse students in the classroom. Adapts teaching to different learning styles of students and these adaptations are effective most of the time. Maintains appropriately high expectations for all students.	Is actively engaged with students with disabilities. Uses heterogeneous, fluid groupings of students during instructions. Proactively thinks of ways to engage and include students. Differentiates instruction for individual students while maintaining appropriately high expectations for students. Is consistently effective.
0	1	2	3

**9. English Language Learners.** Adapts curriculum and instruction for English Language Learners.  
**INTASC 2, NAEYC 2a, 2b, 3c**

<b>Unacceptable</b>	<b>Emergent</b>	<b>Sufficient</b>	<b>Advanced</b>
Does not use language that is comprehensible for English Language Learners in the classroom. Does not use linguistically or culturally responsive instruction strategies. Makes no attempt to incorporate students' first languages in classroom activities.	Only occasionally uses language that is comprehensible for English Language Learners in the classroom. Only occasionally uses linguistically or culturally responsive instruction strategies. Makes a few limited attempts to incorporate students' first languages in classroom activities.	Usually uses language that is comprehensible for English Language Learners in the classroom. Uses a variety of linguistically or culturally responsive instruction strategies. Whenever possible, appropriately incorporates students' first languages in classroom activities.	Reliably and consistently uses language that is comprehensible for English Language Learners. Uses a large variety of linguistically or culturally responsive instruction strategies that are well-matched to students' needs. Consistently, strategically, and appropriately incorporates students' first languages in classroom activities
0	1	2	3

**Classroom culture and technology**

**10. Learning Culture.** Creates classroom communities that invite student engagement and learning and encourage positive social interactions. **INTASC 3, NAEYC 1c, 4a**

<b>Unacceptable</b>	<b>Emergent</b>	<b>Sufficient</b>	<b>Advanced</b>
The classroom environment is cold and sterile. Little or no attention is paid to interpersonal interactions in the classroom. There is no community or attempt to build community in the classroom. In some cases, the classroom is punitive and characterized by public humiliation of students.	The classroom environment is attractive but too much attention is paid to the aesthetics of the environment and, there are rules warning students not to touch, tear, or spill. There are limited or restricted opportunities for peer interactions. The classroom promotes competition instead of cooperation.	The classroom environment is attractive, age appropriate (both physically and socially), and comfortable. Multiple opportunities are created for enjoyable peer interactions and learning together. There is a cooperative, healthy community in the classroom. Some modeling and instruction is provided in affective and social skills.	The environment is appropriate for age and learning and supports students' sense of success, self-efficacy and self-determination. Multiple opportunities are created for peer relationships that are valued and supported. Students feel valued and appreciated with high expectations and accountability. Modeling and direct Instruction in affective and social skills is incorporated into many different lessons.
0	1	2	3

**11. Managing Classroom Activities and Learning Environment.** Uses positive behavior management strategies with individuals, small groups of students and entire class for the benefit of learning. **INTASC 3, NAEYC 4c**

<b>Unacceptable</b>	<b>Emergent</b>	<b>Sufficient</b>	<b>Advanced</b>
Classroom management is punitive and reactive and there are no clear standards defining positive classroom behavior. There is no evidence of rules and students are blamed for behavior problems without recognizing the contribution of the classroom environment or routines. The teacher candidate is unaware of contributions of personal behavior to classroom management.	The teacher candidate demonstrates a few classroom management strategies and uses these same strategies repeatedly to respond to all classroom management issues. Classroom rules are vague, negative, or rigid. Rules are inconsistently enforced or ineffectively shared.	Appropriate expectations are clearly communicated to students. Classroom rules describe positive behaviors as well as or instead of problem behaviors. Management strategies are unobtrusive and complement ongoing learning. Rules are consistently enforced.	Classroom management is proactive, positive, and multiple strategies are implemented. Strategies are individualized and used in a positive to engage students. Students may be invited to take part in rule making and management strategies. The teacher candidate uses strategies that promote self-regulation.
0	1	2	3

**12. Instructional Tools and Technology.** Integrates appropriate technologies for enhancing learning tasks. **INTASC 5, 8, NAEYC 4b**

<b>Unacceptable</b>	<b>Emergent</b>	<b>Sufficient</b>	<b>Advanced</b>
The teacher candidate avoids technology and cannot articulate appropriate uses for technology in instruction.	Some technology is available in the classroom and the school, and the teacher candidate uses it on a limited basis. Technology is used as an "add on" to instruction and is not integral to instructional goals and activities.	The teacher candidate uses available technology in the classroom, and integrates technology into teaching. Can articulate creative uses for existing technology.	Technology is infused into and transforms instruction in effective ways. Readily adopts emerging technology and seeks out opportunities to learn about new technologies that are not already available in the school.
0	1	2	3

### Collaboration and professional growth

**13. Collaborative Relations and Professional Conduct.** Uses effective communication and consultation techniques with other professionals and families for the benefit of student learning. **INTASC 9, 10; NAEYC 2b, 2c, 3d**

Unacceptable	Emergent	Sufficient	Advanced
Does not communicate orally or in writing. Makes derogatory comments about students, colleagues, parents, families, schools. Violates ethical codes of conduct. Makes inappropriate use of social media.	Is a willing partner with colleagues if they initiate collaboration. Is appropriate and well-mannered in conduct. Communicates with colleagues and families.	Has strong oral and written communication; and readily and effectively partners with other professionals or families to plan, create and sustain learning environments. Is familiar with and follows professional codes of conduct.	Has strong oral and written communication; and takes a leadership role in forming or maintaining collaborative partnerships with colleagues or families. Takes initiative in establishing relationships with families. Uses a professional code of conduct as a resource for decision-making.
0	1	2	3

**14. Reflective Practices and Professional Growth.** Continually evaluates how choices and actions affect students and others in the learning community, makes necessary adjustments and actively seeks opportunities to grow professionally. **INTASC 2, 9; NAEYC 4d, 6a, 6b, 6c, 6d, 6e**

Unacceptable	Emergent	Sufficient	Advanced
Does not attend professional development opportunities. Reflects on practice only when prompted or required to do so. Reflection is merely recounting what occurred and includes no conclusions, interpretations, or recommendations for future practice. Does not make judgments or form opinions for refinement or adjustments to teaching.	Attends required professional development activities. Draws conclusions or opinions about what occurred during teaching, but is unsure what to do about it. Does not necessarily take action based on feedback or observations.	Attends all professional development activities that the cooperating teacher attends; and attends local or state conferences if opportunities arise; and applies information from professional development activities. When reflecting on instruction, makes one or more specific suggestions for revising teaching. Uses feedback to refine future teaching.	Seeks out professional development opportunities within and beyond the school setting. Is playful in advancing professional development. Routinely uses feedback and personal reflection to continuously refine and improve teaching. Increasingly differentiates instruction based on feedback or personal observation of the classroom and students. Shares information with others from professional development opportunities or from personal reflections.
0	1	2	3

## Standards

- INTASC-2013.1      **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.
- INTASC-2013.10      **Leadership and Collaboration.** The teacher seeks appropriate leadership roles and opportunities to take responsibility for student learning, to collaborate with learners, families, colleagues, other school professionals, and community members to ensure learner growth, and to advance the profession.
- INTASC-2013.2      **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.
- INTASC-2013.3      **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.
- INTASC-2013.4      **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.
- INTASC-2013.5      **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.
- INTASC-2013.6      **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.
- INTASC-2013.7      **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.
- INTASC-2013.8      **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.
- INTASC-2013.9      **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.

- NAEYC-2009.1a Knowing and understanding young children's characteristics and needs
- NAEYC-2009.1b Knowing and understanding the multiple influences on development and learning
- NAEYC-2009.1c Using developmental knowledge to create healthy, respectful, supportive, and challenging learning environments
- NAEYC-2009.2a Knowing about and understanding diverse family and community characteristics
- NAEYC-2009.2b Supporting and engaging families and communities through respectful, reciprocal relationships
- NAEYC-2009.2c Involving families and communities in their children's development and learning
- NAEYC-2009.3a Understanding the goals, benefits, and uses of assessment
- NAEYC-2009.3b Knowing about assessment partnerships with families and with professional colleagues
- NAEYC-2009.3c Knowing about and using observation, documentation, and other appropriate assessment tools and approaches
- NAEYC-2009.3d Understanding and practicing responsible assessment to promote positive outcomes for each child.
- NAEYC-2009.4a Understanding positive relationships and supportive interactions as the foundation of their work with children
- NAEYC-2009.4b Knowing and understanding effective strategies and tools for early education
- NAEYC-2009.4c Using a broad repertoire of developmentally appropriate teaching/learning approaches
- NAEYC-2009.4d Reflecting on their own practice to promote positive outcomes for each child
- NAEYC-2009.5a Understanding content knowledge and resources in academic disciplines
- NAEYC-2009.5b Knowing and using the central concepts, inquiry tools, and structures of content areas or academic disciplines
- NAEYC- Using their own knowledge, appropriate early learning standards, and other

2009.5c resources to design, implement, and evaluate meaningful, challenging curricula for each child.

NAEYC-2009.6a Identifying and involving oneself with the early childhood field

NAEYC-2009.6b Knowing about and upholding ethical standards and other professional guidelines

NAEYC-2009.6c Engaging in continuous, collaborative learning to inform practice

NAEYC-2009.6d Integrating knowledgeable, reflective, and critical perspectives on early education

NAEYC-2009.6e Engaging in informed advocacy for children and the profession

## 14 Dimensions Rubric Validity Report

### Nebraska Department of Education Clinical Evaluation Content Validity Report

Study completed and submitted by  
Dr. Barbara Sunderman, Hastings College

On October 13, 2016, at the Nebraska Association of Colleges of Teacher Education general meeting and on October 14, 2016, at the regular meeting of the NEBRASKA COUNCIL ON TEACHER EDUCATION Educator Preparation Advisory Committee to the Nebraska State Board of Education a presentation of the Nebraska Clinical Rubric was given. There were 50 individuals in attendance from both meetings, all stakeholders in education in Nebraska. Of those 50, 30% were current Nebraska administrators, 24% were practicing Nebraska teachers, 8% were members of governance in Nebraska (State School Board), 24% were teacher education institution representatives, and 14% were ‘other’ stakeholders including Nebraska Department of Education representatives. During the presentation, two-teacher education faculty shared the Nebraska Clinical Evaluation Rubric with the stakeholders. Members of each table group were asked to have first a conversation regarding importance of the nineteen items on the rubric. Each individual was asked to rate the individual nineteen criteria on rubric, using Lawshe content validity testing terms of essential, useful, or not necessary. Members of the NCTE and NACTE served as the *Content Evaluation Panel*. This was done to establish content validity. According to Lawshe, a “*Content Evaluation Panel*” composed of persons knowledgeable about the job. Best results have been obtained when the panel is composed of an equal number in incumbents and supervisors” (Lawshe, 1975, p. 566). The panel follows this recommendation about half of the scorers being public school employees and half of the scorers being teacher education and governance members. Panel participants were asked to measure each criterion according to the following ratings: E-essential, U-useful but not essential, or N-Not necessary. These ratings were compiled and the results calculated according to the *content validity ratio* (CVR).

On the Nebraska Clinical Evaluation Rubric, the Lawshe CVR following ratios were calculated. Criteria

Standard 1 Student Development	0.94
Standard 2 Learning Differences	0.90
Standard 2 Learning Differences	0.86
Standard 3 Learning Environments	0.82
Standard 3 Learning Environments	0.84
Standard 4 Content Knowledge	0.93
Standard 4 Content Knowledge	0.56
Standard 5 Application of Content	0.85
Standard 5 Application of Content	0.80
Standard 6 Impact on Student Learning and Development	0.90
Standard 7 Planning for Instruction	0.93
Standard 7 Planning for Instruction	0.69
Standard 8 Instructional Strategies	0.88

Standard 9 Professional Learning and Ethical Practice and Dispositions	0.68
Standard 10 Leadership and Collaboration and Dispositions	0.91
Standard 10 Leadership and Collaboration and Dispositions	0.75
Standard 10 Leadership and Collaboration and Dispositions	0.82
Standard 11 (incorporated in other areas after CVR work)	0.93
Standard 12 (incorporated in other areas after CVR work)	0.71