

About the evaluator and candidate being evaluated

Welcome and thank you for taking the time to fill out this survey! It will take you about 10 minutes to complete.

Last name of the candidate being evaluated:

First name of the candidate being evaluated:

What is the student ID number of the candidate being evaluated?

RIC course this evaluation is taking place:

Enter both the prefix as it appears in the catalog and the course number

Your first name:

Your last name:

Section 1: CRITICAL REFLECTION SKILLS

Section 1:

You will be asked to evaluate your candidate in the following 4 areas as they pertain to their CRITICAL REFLECTION SKILLS:

- **Self-reflection for growth and improvement**
- **Critical thinking**
- **Resourcefulness**
- **Critical conscience**

Please click the next arrow to start the evaluation.

CRITICAL REFLECTION SKILLS Self-reflection for growth/improvement

Please evaluate the candidate's ability to use **self-reflection for growth and improvement**

This can be seen in candidates by behaviors such as, but not limited to:

- Recognizes strengths and weaknesses
- Willingness to share what they see as a problem
- Considers how they would approach situation differently
- Seeks supervision and feedback, sets goals and monitors
- Receives and takes action on constructive feedback
- Asks questions to further growth and learning

- 1 NEEDS REMEDIATION
- 2 EMERGING
- 3 TARGET
- 4 EXEMPLARY
- I have not had enough opportunity to observe this disposition for this candidate

You assigned a score of 1 in this section. Please elaborate why:

CRITICAL REFLECTION SKILLS: Critical thinking

Please evaluate the candidate's ability to use **critical thinking**

This can be seen in candidates by behaviors such as, but not limited to:

- Moves beyond 'what' to 'why'
- Considers various sources of information in analysis
- Questions self and world
- Applies learned information to situations in new ways
- Thinks deeply about situations/challenges learnings
- Problem solves within situations

- 1 NEEDS REMEDIATION
- 2 EMERGING
- 3 TARGET
- 4 EXEMPLARY
- I have not had enough opportunity to observe this disposition for this candidate

You assigned a score of 1 in this section. Please elaborate why:

CRITICAL REFLECTION SKILLS : Resourcefulness

Please evaluate the candidate's **resourcefulness**

This can be seen in candidates by behaviors such as, but not limited to:

- Demonstrates knowledge of where/how to find answers to questions in a way that is based on best practice
- Shows flexibility - ability to see where change is needed and make it happen
- Is able to revise plans to meet change and still meet original outcomes
- Demonstrates knowledge of existing resources and finds or creates additional resources
- Accommodates needs and innovates when the unexpected happens
- Uses others' ideas to create new innovation

- 1 NEEDS REMEDIATION
- 2 EMERGING
- 3 TARGET

- 4 EXEMPLARY
- I have not had enough opportunity to observe this disposition for this candidate

You assigned a score of 1 in this section. Please elaborate why:

CRITICAL REFLECTION SKILLS: Critical consciousness

Please evaluate the candidate's ability to use **critical consciousness**

This can be seen in candidates by behaviors such as, but not limited to:

- Listens to colleagues and community in building connections
- Able to connect to multiple/credible possibilities of influences
- Able to stay in the moment and recover when answers are not easy or clear
- Able to continually examine events as they occur
- Identifies specifics “in the now” in the case of integrity/injustice to better understand ultimate/proximate causes in order to seek remedy
- Seeks alternative explanations for student behaviors or responses (i.e. not just “failure”)

- 1 NEEDS REMEDIATION
- 2 EMERGING
- 3 TARGET
- 4 EXEMPLARY
- I have not had enough opportunity to observe this disposition for this candidate

You assigned a score of 1 in this section. Please elaborate why:

COLLABORATION SKILLS: Accepting constructive criticism

Section 2:

You will be asked to evaluate your candidate in the following 4 areas as they pertain to their
COLLABORATION SKILLS:

- **Accepting constructive criticism**
- **Effective Communication**
- **Adaptability**
- **Openness and willingness to have dialogs and critical conversations**

Please click the next arrow to continue the evaluation.

Please evaluate the candidate's ability to accept **constructive criticism**

This can be seen in candidates by behaviors such as, but not limited to:

- Asks follow up or clarifying questions
- Takes responsibility
- Seeks opportunity to implement feedback
- Demonstrates changes in personal and professional behaviors

- 1 NEEDS REMEDIATION
- 2 EMERGING
- 3 TARGET
- 4 EXEMPLARY
- I have not had enough opportunity to observe this disposition for this candidate

You assigned a score of 1 in this section. Please elaborate why:

COLLABORATION SKILLS: Effective communication

Please evaluate the candidate's ability to use **effective communication**

This can be seen in candidates by behaviors such as, but not limited to:

- Able to actively listen.
- Makes minimal errors in written communication
- Is clear and precise in giving instructions
- Changes communication patterns style, content, language, to meet communicative partner
- Even in difficult conversations, is able to present own view and hear other side's perspective
- Provides consistent and timely contact with supervisor

- 1 NEEDS REMEDIATION
- 2 EMERGING
- 3 TARGET
- 4 EXEMPLARY
- I have not had enough opportunity to observe this disposition for this candidate

You assigned a score of 1 in this section. Please elaborate why:

COLLABORATION SKILLS: Adaptability

Please evaluate the candidate's **adaptability**

This can be seen in candidates by behaviors such as:

- Seeks opportunities to do things differently
- Adjusts to meet the needs of learners
- When new information is present, quickly and appropriately prioritizes next steps
- Is willing to change from what is already planned when indicated
- Is open to try something new
- Has own perspective, but takes in new information

- 1 NEEDS REMEDIATION
- 2 EMERGING
- 3 TARGET
- 4 EXEMPLARY
- I have not had enough opportunity to observe this disposition for this candidate

You assigned a score of 1 in this section. Please elaborate why:

COLLABORATION SKILLS: Openness/willingness to have dialogs/critical conversation

Please evaluate the candidate's **openness and willingness to have dialogs and critical conversations**

This can be seen in candidates by behaviors such as:

- Actively listens to peers
- Self reflects on bias
- Receives others' perspectives without trying to convince
- Seeks opinions of others, asks "What do you think? Do you agree or disagree?"
- Addresses both plus and minus of situations
- Approaches conflict in an open, engaged manner

- 1 NEEDS REMEDIATION
- 2 EMERGING
- 3 TARGET
- 4 EXEMPLARY
- I have not had enough opportunity to observe this disposition for this candidate

You assigned a score of 1 in this section. Please elaborate why:

SOCIAL EMOTIONAL COMPETENCIES: Self awareness and self management

Section 3:

You are half way there!

You will be asked to evaluate your candidate in the following 4 areas as they pertain to their SOCIAL EMOTIONAL COMPETENCIES:

- **Self awareness and self management**
- **Social awareness**
- **Relationship skills**
- **Responsible decision-making**

Please click the next arrow to continue the evaluation.

Please evaluate the candidate's ability to use **self awareness** and **self management**

This can be seen in candidates by behaviors such as, but not limited to:

- Reflects on how he/she is perceived
- Demonstrates awareness of how others are impacted by own actions
- Articulates strengths and areas for growth Is able to maintain self-control in difficult situations
- Asks for help when needed
- Maintains clear boundaries

- 1 NEEDS REMEDIATION
- 2 EMERGING
- 3 TARGET
- 4 EXEMPLARY
- I have not had enough opportunity to observe this disposition for this candidate

You assigned a score of 1 in this section. Please elaborate why:

SOCIAL EMOTIONAL COMPETENCIES: Social awareness

Please evaluate the candidate's **social awareness**

This can be seen in candidates by behaviors such as, but not limited to:

- Is aware of other's feelings
- Knows when to speak and when not to
- Demonstrates appropriate behavior based on context
- Understands professional distance between various relationships in professional settings (i.e. student-teacher)
- Uses language consistent with group communications
- Recognizes and responds to needs of others

- 1 NEEDS REMEDIATION
- 2 EMERGING
- 3 TARGET
- 4 EXEMPLARY

I have not had enough opportunity to observe this disposition for this candidate

You assigned a score of 1 in this section. Please elaborate why:

SOCIAL EMOTIONAL COMPETENCIES: Relationship skills

Please evaluate the candidate's **relationships skills**

This can be seen in candidates by behaviors such as, but not limited to:

- Actively engages others
- Shows respect to others
- Attends to the person before the information
- Is able to work with diverse group of colleagues and students
- Works well on teams
- Builds strong connections within community of practice

- 1 NEEDS REMEDIATION
- 2 EMERGING
- 3 TARGET
- 4 EXEMPLARY
- I have not had enough opportunity to observe this disposition for this candidate

You assigned a score of 1 in this section. Please elaborate why:

SOCIAL EMOTIONAL COMPETENCIES: Responsible decision-making

Please evaluate the candidate's ability to make **responsible decisions**

This can be seen in candidates by behaviors such as, but not limited to:

- Uses professional standards to guide decisions Incorporates broad understandings to make informed decisions
- Considers other's needs as well as own
- Evaluates possible consequences (including both benefits and costs) before acting
- Seeks guidance on decisions that are high stakes to gain additional perspective
- Accepts responsibility for decisions

- 1 NEEDS REMEDIATION
- 2 EMERGING
- 3 TARGET
- 4 EXEMPLARY
- I have not had enough opportunity to observe this disposition for this candidate

You assigned a score of "1" on "SOCIAL EMOTIONAL COMPETENCIES: Responsible decision-making". Comment on why you gave that score.

CULTURAL COMPETENCIES/DIVERSITY (dis)/EQUITY: Cultural self-awareness

Section 4:

One more section!

You will be asked to evaluate your candidate in the following 4 areas as they pertain to their CULTURAL COMPETENCIES and their understanding of DIVERSITY and (dis)EQUITY:

- Cultural self awareness
- Valuing diversity and cultural exploration
- Commitment to equity
- Advocacy

Please click the next arrow to continue the evaluation.

Please evaluate the candidate's **cultural self-awareness**

This can be seen in candidates by behaviors such as, but not limited to:

- Understand how own family and life experiences influences work

- Understands and responds to other perspectives and respect with equal value to their own
- Acknowledges experiential limits
- Readily shares oneself regarding backgrounds, experiences, etc.
- Seeks understanding of cultural differences
- Reflects on self/experiences/privileges in any given situation

- 1 NEEDS REMEDIATION
- 2 EMERGING
- 3 TARGET
- 4 EXEMPLARY
- I have not had enough opportunity to observe this disposition for this candidate

You assigned a score of 1 in this section. Please elaborate why:

CULTURAL COMPETENCIES/DIVERSITY (dis)/EQUITY: Valuing diversity and cultural exp

Please evaluate the candidate's ability to **value diversity and cultural exploration**

This can be seen in candidates by behaviors such as, but not limited to:

- Is open to learning from others with different perspectives and experiences
- Is committed to learning on own about culture(s) one will be interacting with
- Demonstrates awareness of cultural expectations of those working with
- Seeks experiences that are different from what they are accustomed to
- Accepts differences in those around him/her Uses culturally responsive practices

- 1 NEEDS REMEDIATION
- 2 EMERGING
- 3 TARGET
- 4 EXEMPLARY
- I have not had enough opportunity to observe this disposition for this candidate

You assigned a score of 1 in this section. Please elaborate why:

CULTURAL COMPETENCIES/DIVERSITY (dis)/EQUITY: Commitment to equity

Please evaluate the candidate's **commitment to equity**

This can be seen in candidates by behaviors such as, but not limited to:

- Speaks up for an observable injustice
- Demonstrates understanding that fairness does not mean everyone “gets the same” but that everyone gets what they need
- Seeks resources for those under-represented and high poverty
- Analyzes resources to identify and address bias in materials used
- Encourages all students to have voice
- Holds high expectations for all students

- 1 NEEDS REMEDIATION
- 2 EMERGING
- 3 TARGET
- 4 EXEMPLARY
- I have not had enough opportunity to observe this disposition for this candidate

You assigned a score of 1 in this section. Please elaborate why:

CULTURAL COMPETENCIES/DIVERSITY (dis)/EQUITY: Advocacy

Please evaluate the candidate's use of **advocacy**

This can be seen in candidates by behaviors such as, but not limited to:

- Share resources/knowledge
- Promotes programs/services to meet needs

- Joins state and national organizations to support profession
- Stays aware of ever-changing political influences at the local, state and national level
- Supports student actions
- Stands up for what they believe in

- 1 NEEDS REMEDIATION
- 2 EMERGING
- 3 TARGET
- 4 EXEMPLARY
- I have not had enough opportunity to observe this disposition for this candidate

You assigned a score of 1 in this section. Please elaborate why:

PROFESSIONAL WORK HABITS: Professional presentation/appearance

Section 5:

Last section, thanks for hanging in there!

You will be asked to evaluate your candidate in the following 4 areas as they pertain to their PROFESSIONAL WORK HABITS:

- **Professional presentation and/or appearance**
- **Time management**
- **Initiative**
- **Adherence to ethics**

Please click the next arrow to continue the evaluation.

Please evaluate the candidate's **professional presentation and/or appearance**

This can be seen in candidates by behaviors such as, but not limited to:

- Maintains professional presentation at all times on site
- Meets appropriate dress code for site

- Uses professional language
- Maintains appropriate personal boundaries with colleagues, students and supervisors
- Limits phone and other technology use to work-related tasks
- Social media presence conforms to site and college guidance

- 1 NEEDS REMEDIATION
- 2 EMERGING
- 3 TARGET
- 4 EXEMPLARY
- I have not had enough opportunity to observe this disposition for this candidate

You assigned a score of 1 in this section. Please elaborate why:

PROFESSIONAL WORK HABITS: Time management

Please evaluate the candidate's **time management skills**

This can be seen in candidates by behaviors such as, but not limited to:

- Arrives on-time and ready to begin
- Adheres to site and college schedule
- Meets deadlines
- Aware of time needed to complete tasks
- Plans ahead to manage competing needs
- Uses good pacing in scheduled activities

- 1 NEEDS REMEDIATION
- 2 EMERGING
- 3 TARGET
- 4 EXEMPLARY
- I have not had enough opportunity to observe this disposition for this candidate

You assigned a score of 1 in this section. Please elaborate why:

PROFESSIONAL WORK HABITS: Initiative

Please evaluate the candidate's **initiative**

This can be seen in candidates by behaviors such as, but not limited to:

- Displays enthusiasm
- Is willing to go beyond what is expected
- Takes advantage of learning opportunities
- Seeks solutions independently but asks for help when needed
- Volunteers for tasks
- Shares new learnings with others

- 1 NEEDS REMEDIATION
- 2 EMERGING
- 3 TARGET
- 4 EXEMPLARY
- I have not had enough opportunity to observe this disposition for this candidate

You assigned a score of 1 in this section. Please elaborate why:

PROFESSIONAL WORK HABITS: Adherence to ethics

Please evaluate the candidate's **adherence to ethics**

This can be seen in candidates by behaviors such as, but not limited to:

- Understands and abides by all college and site policies
- Honors privacy and confidentiality in verbal and written communication/documentation of work
- Displays knowledge of and adherence to mandated reporter laws

- Displays knowledge of and adherence to professional code of conduct
- Turns in authentic work products that are consistent with best practice
- Questions when others act in unethical manner

- 1 NEEDS REMEDIATION
- 2 EMERGING
- 3 TARGET
- 4 EXEMPLARY
- I have not had enough opportunity to observe this disposition for this candidate

You assigned a score of 1 in this section. Please elaborate why:

Thanks for completing the survey!

We greatly appreciate your input!

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