INTRODUCTION
The College of Education Graduate Student Handbook applies to all students enrolled in courses and programs offered for graduate credit by the College of Education (also referred to as COE or “the College”). Additional policies and procedures that apply to all Butler University (“BU”) students are outlined in the Butler University Student Handbook, currently located at https://www.butler.edu/student-handbook.

Policies and procedures in this Handbook are reviewed annually. Students are responsible for reviewing the most current version of the Handbook located on the College of Education website at https://www.butler.edu/coe.

ACKNOWLEDGEMENTS
Thank you to the College of Pharmacy and Health Sciences and School of Music at Butler University, as their respective student handbooks served as models for this document.

Cover art for the handbook was designed by Polly Jin, ’19.
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VISION OF THE COLLEGE OF EDUCATION

_We need a valid vision. We need the will. With vision and will, everything is possible._

-Asa G. Hilliard III

The College of Education believes we must prepare our students for schools and communities as they could be, not simply perpetuating those that currently exist. We must be willing to explore with our students the difficult issues of inequities that exist in society and to help them to become agents of change. This of course means that as faculty we must examine our own beliefs, be willing to keep our hearts and minds open to the ideas of others, live our lives with integrity, and model how great educators take risks, challenge the status quo, and advocate for the rights of all people.

Ours is a college that continually changes because learning is a transformational experience. Members of the college embrace what Parker Palmer described as a “capacity for connectedness.” Palmer states:

*Good teachers possess a capacity for connectedness. They are able to weave a complex web of connections among themselves, their subjects, and their students so that students can learn to weave a world for themselves.* (Courage to Teach, p. 11)

The College of Education’s learning community presents transformational experiences that allow students to create their own tapestries. As an intention of their preparation, students invest in school-communities that differ from theirs. They are challenged to examine their assumptions about other people, how children from diverse experiences learn, and reflect about the responsibilities of innovative educators. Exemplary teachers mentor education students by modeling best practice, supporting leadership, and demanding courage.

Participants in the learning community engage in scholarship that supports teaching as inquiry. As investigators, they become constructors of knowledge that seek to connect theory with practice. As a function of scholarship, students use technology applications to discern strategies for learning, creating, modeling, and assessing. Faculty and students take advantage of opportunities to study abroad and have new experiences that help them become better global citizens.

As faculty and students weave their unique tapestries, they gather regularly to discuss instructional strategies and the implications of new research. We celebrate the successes of the learning community’s participants and encourage them to reach new heights.

MISSION OF THE COLLEGE OF EDUCATION

The mission of the College of Education at Butler University is to prepare individuals to be highly qualified professionals who challenge the status quo and exemplify our core values by:

- Engaging in interactive and intentional experiences that foster honoring differences and seeing similarities
- Creating a learning community that supports opportunities to model teaching, learning, and mentoring by faculty, students, and professional partners
- Valuing the development of theoretical knowledge and its integration into practice in order to support the transformation of schools and society
Developing a standard for professional dispositions that is based on an ethic of care rooted in both integrity and responsibility

ACADEMIC POLICIES AND PROCEDURES

COE GRADUATE PROGRAMS

Specific information on each program can be found at https://www.butler.edu/coe/graduate-programs.

DEGREE PROGRAMS

- MS: School Counseling
- MS: Experiential Program for Preparing School Principals (EPPSP)
- MS: Effective Teaching & Leadership (METL)

CERTIFICATE PROGRAMS

- Applied Educational Neuroscience
- Licensed Mental Health Certification (LMHC)
- Secondary Content + ENL Licensure (PACE)

Some graduate courses are also available to qualified students not enrolled in one of the programs above. See below for more information.

APPLICATION & ADMISSION

APPLICATION REQUIREMENTS

Degree Programs

- School Counseling: https://www.butler.edu/school-counseling/application-process
- EPPSP: https://www.butler.edu/college-education/admission-process-eppsp
- METL: https://www.butler.edu/teaching-leadership/admission-process

Certificate Programs

- LMHC: https://www.butler.edu/lmhc-certification
- Applied Educational Neuroscience: https://www.butler.edu/coe/applied-educational-neuroscience
- PACE: https://www.butler.edu/coe/graduate-secondary-content-area-ENL-licensure

Non-Degree/Non-Certificate

A person holding a baccalaureate degree from a regionally-accredited college or university who wishes to take graduate courses for any purpose other than obtaining an advanced degree must file a graduate non-degree application. Forms may be obtained from and submitted to the BU Office of Admissions or online at www.butler.edu/apply. Additionally, an official transcript noting the baccalaureate degree must be mailed directly from the issuing institution to the Office of Admission. Applications must be received one week prior to the first day of class.

If a non-degree student later wishes to enter a degree program, the student must complete a graduate degree-seeking application and follow the applicable admissions procedures for the program.
ADMISSION PROCEDURES
Admission procedures, requirements, and timelines differ by program. While all admission decisions at the graduate level are reviewed by the COE Graduate Studies Learning and Teaching team, final authority rests with the director of each graduate program. Students wishing to appeal a decision must follow the procedures outlined in the section below titled “Appeals Process.”

COURSE ENROLLMENT
Matters related to registration and enrollment are managed by the Office of Registration and Records. Visit their website for tutorials and updated information: https://www.butler.edu/registrar/.

ENROLLMENT PROCEDURES
Students granted admission as a degree or non-degree student are eligible to enroll in certain COE courses after receiving login credentials from the university. All registration is handled electronically at http://my.butler.edu. Degree students should consult program materials and their advisor prior to registration to familiarize themselves with program requirements and registration deadlines.

Specific procedures for class registration are outlined at https://www.butler.edu/registrar/registration. Common problems such as failure to accept financial responsibility, time conflicts, and advising/financial holds are addressed at this site, and help is available from personnel in the Office of Registration and Records.

WAITLIST AND PERMISSION NUMBERS
Waitlists: In rare circumstances, graduate students may be unable to register for a course that has reached its maximum enrollment. In these cases, students should utilize the waitlist feature in my.butler.edu to be automatically enrolled in the course when a seat becomes available.

Permission Numbers: Occasionally, permission numbers may be necessary during course enrollment, particularly when needed to override or co-enroll in a prerequisite due to extenuating circumstances (upon approval of advisor). In this case, the student should secure the permission of the instructor and his/her advisor who will assist the student in securing a permission number from the Assistant Dean of Recruitment, Retention and Recognition. Once permission has been granted, the student will be notified by the Assistant Dean that he/she may self-enroll in the course through my.butler.edu.

WITHDRAWING FROM COURSES
Prior to withdrawing from a course, students should consult their academic advisor and discuss all potential academic ramifications. Students and advisors should consult the Registrar’s website for withdrawal and refund deadlines, as well as the most current policies and procedures regarding course withdrawal and course repeat. It is the student’s responsibility to consult the Financial Aid Office (Robertson Hall—lower level) and the Office of Student Accounts (Jordan Hall 102) to determine how withdrawing from a course might impact financial aid, billing, refund eligibility, and future enrollment.

To access University information regarding policies surrounding drop, add, or withdrawal, please visit: https://www.butler.edu/registrar/drop-add-withdraw.
*Note that courses taken during the summer term have much shorter deadlines related to drops, withdrawals, and refunds based on the shorter length of these courses.

**COMPLETE WITHDRAWAL FROM THE UNIVERSITY**
In compliance with the Butler University Student Handbook, COE students who wish to initiate a voluntary withdrawal from the University for any reason other than medical hardships should meet with the Assistant Dean of Recruitment, Retention and Recognition to process the withdrawal. At the time of the withdrawal, questions about any applicable tuition refunds should be directed to the Office of Student Accounts. Questions about impact on financial aid and/or scholarships should be directed to the Office of Financial Aid.

Students who wish to withdraw for medical reasons should contact the Assistant Dean of Students in Student Affairs, who can clarify the needed documentation. Medical Withdrawal Policy can be found in a PDF linked to [https://www.butler.edu/student-accounts/billing-payment/withdrawal-policy](https://www.butler.edu/student-accounts/billing-payment/withdrawal-policy).

Please consult the Butler University Student Handbook for information regarding involuntary withdrawals due to suspension or expulsion.

**RENEWED ENROLLMENT FOLLOWING WITHDRAWAL**
Any student whose attendance is interrupted by one academic year or more must file an “Application for Renewed Enrollment.” See the “Renewed Enrollment” section on the following site for more information: [https://www.butler.edu/bulletin/admission/graduate-enrollment](https://www.butler.edu/bulletin/admission/graduate-enrollment).

**MISCELLANEOUS ACADEMIC POLICIES**

**DEGREE TIME LIMITATIONS**
Beginning at the time when their first graduate degree-applicable course is taken, students in 30-hour programs have five years to complete the degree requirements, and students in longer programs have seven years to complete the degree requirements.

**GPA & GRADE REQUIREMENTS**
Students must earn a cumulative GPA of 3.0 or higher to receive a degree or certificate. Courses in which a student earns a C-, D, or F will not be counted toward degree requirements. While grades below a C are not counted toward the completion of degree requirements, they are counted in determining the student’s GPA. In no case may a student take more than 12 credit hours in excess of the degree requirements to satisfy the foregoing GPA requirement. Any graduate student—whether degree-seeking or non-degree-seeking—who fails to make satisfactory progress in the course work may be declared academically ineligible for additional enrollment.

**TUITION & FEES**
The current schedule of tuition and fees is located at [https://www.butler.edu/tuition](https://www.butler.edu/tuition).

**ACADEMIC ACCOMMODATIONS**
It is the policy and practice of Butler University to provide reasonable accommodations for students with properly documented disabilities. Written notification from Student Disability Services is required. If you are eligible to receive accommodations and would like to request them for a course, please contact Student Disability Services. Allow one-week advance notice to ensure enough time for reasonable accommodations to
be made. Otherwise, it is not guaranteed that the accommodation can be provided on a timely basis. Students who have questions about Student Disability Services or who have, or think they may have, a disability (psychiatric, attentional, learning, vision, hearing, physical, medical, etc.) are invited to contact Student Disability Services for a confidential discussion in Jordan Hall, Room 136 or by phone at 940-9308.

APPEALS PROCESS
Students wishing to appeal a grade or other academic decision are asked to follow the steps outlined below. If a student has any other issue or concern, they should contact the Associate Dean of COE for an appointment and explanation of next steps.

1. Confer with the instructor of the course (if applicable) to clarify reasons for the decision(s).
2. If no resolution is reached, contact the program director for your area of study.
3. If no resolution is reached, contact the Chair of Graduate Learning and Learning Teams (currently Dr. Nick Abel, nabel@butler.edu, 317.940.9577).
4. If no resolution is reached, submit a written appeal to the Associate Dean of COE. Your case will then be presented to the COE Appeals Committee, which consists of all members of the COE Leadership Team with the exception of the Dean. The committee will determine an appropriate course of action and notify the student in writing.
5. If no resolution is reached, submit a written appeal to the Dean of COE who will make a final determination in the case.

*Students who choose not to follow the steps outlined above may jeopardize their ability to utilize each step of the appeal process.*

COURSE EVALUATIONS
During the latter weeks of an academic term, students will have the opportunity to evaluate their courses and instructors. This is a responsibility that should be taken seriously, as fair and objective feedback from students can be very helpful in improving the quality of education in the COE. Positive and constructive suggestions are beneficial in aiding the faculty in creating learning environments in which students can be successful. Copies of course evaluation results are made available to the individual faculty member, the Chair of Graduate Learning & Teaching Teams, the Associate Dean, and the Dean.

TRANSFER CREDIT
Degree programs may accept transfer credit from accredited institutions of higher education under certain circumstances. All requests must be made via completion of the Request for Transfer of Graduate Credit form available at [https://www.butler.edu/file/2405/download](https://www.butler.edu/file/2405/download). Requests will be reviewed by program faculty who will make the final determination on the awarding of credit. More information can be found at [https://www.butler.edu/registrar/transfer-credits](https://www.butler.edu/registrar/transfer-credits).

TRANSCRIPTS
Requests for your official university transcript should be made online at [https://www.butler.edu/registrar/transcripts-and-verifications](https://www.butler.edu/registrar/transcripts-and-verifications).

GRADES OF INCOMPLETE
A grade of “Incomplete” may be assigned by an instructor when exceptional circumstances beyond the student's control prevent a student from finishing all work required in a class. Visit the following site for further information: [https://www.butler.edu/registrar/incomplete-policy](https://www.butler.edu/registrar/incomplete-policy).
GENERAL INFORMATION AND POLICIES

FINANCIAL AID
All inquiries and requests related to financial aid are handled through the Financial Aid Office in Robertson Hall. Each student has an assigned financial aid advisor who should be their first point of contact. More information is available at http://www.butler.edu/financial-aid/.

ENDOWED SCHOLARSHIPS
Students in graduate degree programs may be eligible to apply for certain endowed scholarships. The list of awards and criteria is typically published by the Financial Aid Office in late-February, with graduate students being invited to apply in March. While scholarship criteria vary by award, a cumulative GPA of 3.0 is required and financial need is considered in awarding most scholarships. Applications are reviewed by the COE Graduate Studies Learning and Teaching Team, the chair of which will notify award recipients in writing.

CAMPUS SAFETY
https://www.butler.edu/bupd

PERSONAL SAFETY
https://www.butler.edu/bupd/personal-safety-information

COUNSELING SERVICES
https://www.butler.edu/counseling-services

PROFESSIONAL CONDUCT

Dispositions are of such importance that a student’s attitudes and behaviors often can and do impact or even negate their knowledge and skills as a professional. As such, graduate students are evaluated on the following dispositions at regular intervals (see Appendix A) during their studies in the COE:

1. Displays appropriate level of professional behavior
2. Demonstrates the belief that all students can learn.
3. Shows appreciation and skills needed for teaching, learning, and mentoring.
4. Demonstrates collegiality and collaboration.

Assessment and feedback on dispositions is provided to students via the Graduate Studies Disposition Expectations & Indicators form (GSDEI; Appendix B). For more information on specific program policies and evaluation points, contact the program director for your area of studies.
In cases when a student’s disposition ratings indicate the need for improvement, a Growth Plan (see Appendix E) is developed and monitored using the following process:

- Instructor informs student of the need for a Growth Plan given the ratings assigned on the GSDEI form.
- Student and instructor meet to collaboratively develop a Growth Plan using the GSDEI as a guide.
- During the next semester, the plan is monitored by the Assistant Dean of Recruitment, Retention and Recognition at the following points:
  - Student meets with the Assistant Dean in the first two weeks of the term to discuss the plan and obtain a signature form. Students share the Growth Plan with instructors of current courses (and coaches, if applicable) and obtain signatures from each acknowledging awareness.
  - At the halfway point of the semester, the student again obtains signatures from their instructors (and coaches) indicating whether progress is being made per the growth plan. Students return the form to the Assistant Dean.
  - After the semester, the student again obtains signatures as described above and meets with the Assistant Dean. Based on feedback from instructors/supervisors, the Assistant Dean will determine whether the terms of the Growth Plan have been met.
- Students who do not successfully complete a Candidate Growth Plan in the initial semester or are required to complete another Candidate Growth Plan after successfully completing one from a prior semester, will be required to meet with representatives of the COE Recruitment, Retention and Recognition Committee and his/her Academic Advisor within the add/drop period of the next semester. At that time, students will be asked to present a plan that addresses the identified issues in a way that provides specific steps towards growth. The committee will then decide whether to accept the plan, revise the plan, or ask the student to drop his/her COE coursework for that semester.

**STUDENT CONDUCT POLICY**

According to the Overview of the Student Conduct System outlined in the Butler University Student Handbook (https://www.butler.edu/student-handbook/rules-conduct), as stated by the University, the student conduct process is an extension of the educational mission of the University. The process is intended to educate students about appropriate behavior and the potential consequences of one’s actions and choices. It promotes learning, personal responsibility, self-discipline, respect for others and self, and the support of the educational values of the community.

The University President has delegated the responsibility for matters of student conduct to the Vice President for Student Affairs. In an atmosphere of mutual respect, this responsibility has traditionally been shared by members of the Butler community—students, faculty and administration alike. It is within this scope that the College of Education views its responsibility to hold students to a professional code of conduct.

**GRIEVANCES/COMPLAINTS**

The College recognizes that situations may arise in which a student believes they have been treated unjustly. As noted in the Butler University Student Handbook, all members of the University community should attempt to resolve grievances as soon as possible as, typically, the opportunity to gather information is greatest at the earliest point in time. In general, addressing a grievance should start at the lowest possible level and follow one of the procedures outlined below:

- Students concerned about an issue related to their program of study should follow the process outlined above in the section titled “Appeals Process” in the section titled “Academic Policies and Procedures.”
● Students who believe they have been subject to sexual misconduct may follow the procedures outlined at https://www.butler.edu/sexual-misconduct/report.

● Students may also file a formal complaint with the University at https://www.butler.edu/student-handbook/campus-grievance following or in lieu of the process above.

GRADUATION POLICIES

APPLICATION FOR GRADUATION

Students in degree programs should apply for graduation about a year in advance of completing all degree requirements. The application for graduation is found in your “Student Center” at my.butler.edu. This application is necessary even if you do not plan to take part in the Commencement ceremony. Submitting the form triggers a graduation audit process and provides a vehicle for students to indicate exactly how they want their names formatted on the diploma. More information on the specific process to apply for graduation can be found at www.butler.edu/registrar/graduation.

PERMISSION TO WALK AT COMMENCEMENT WITHOUT FULL COMPLETION OF DEGREE

In certain circumstances, students may seek permission to participate in a university commencement ceremony prior to completion of the graduation requirements for the degree. Students wishing to do so should follow the steps below and contact their advisor or program director with further questions.

1. The student must see his/her academic advisor to verify deficiencies.
2. A plan for completion of the deficiencies must be agreed upon by the student and his/her advisor.
3. The student must submit a letter to their advisor requesting to participate (“walk”) in the commencement ceremony. Letters must include a plan for removing each deficiency, including a scheduled date of completion.
4. Upon approval, the advisor will sign the letter and forward it to the Assistant Dean of COE.
5. The student then applies for graduation through the Office of Registration and Records.
As noted on page 9, graduate students are evaluated on dispositions using the Graduate Studies Disposition Expectations & Indicators (GSDEI) form at regular intervals during their studies in the COE. While students are expected to meet the expectations laid out on the GSDEI form throughout their time in the program and in all settings in which their behavior could reflect on Butler (including workshop courses, clinical/field-based experiences, online, etc.), the courses listed below have been specifically designated at disposition evaluation points at which students will be provided feedback and ratings related to their dispositions. For more information about specific program policies and evaluation points, contact the program director for your area of studies.

ED 557
ED 559
ED 569
ED 658
ED 712
ED 722
COLLEGE OF EDUCATION GRADUATE PROGRAMS: DISPOSITION EXPECTATIONS AND INDICATORS

About the instrument: This instrument serves as a checklist to provide feedback to candidates as their understanding of professional dispositions evolves and as a rubric that shows growth over time as they progress through the program transition points/ phases. The indicators were designed by faculty to align to our Core Values, and the expectations under each indicator were based on input from students.

CANDIDATE’S NAME: ___________________________ INSTRUCTOR(S): ___________________________

COURSE: ___________________________ PHASE: ___ INITIAL  ____ INTERMEDIATE  ____ ADVANCED

SEMESTER: ____________ ADVISOR: ___________________________

ASSESSMENT: Candidates are assessed on each indicator at the developmental level that corresponds to the course/phase for which they are enrolled. Expectation changes from phase to phase are indicated in italics.

SCORING: Instructor marks the box next to each expectation exhibited by the candidate and assigns a score for each indicator based upon the guidance below. The target score for each indicator is a 3.

- 4: Candidate exceeds* expectations in the indicator column for their phase
  - Exceeds = meets all expectations for their phase, plus some expectations in the next phase.
- 3: Candidate meets all expectations in the indicator column for their phase
- 2: Candidate meets at least half of the expectations in the indicator column for their phase
- 1: Candidate meets less than half of the expectations in the indicator column for their phase

OUTCOME: Outcomes are attached to candidate scores as indicated below:
- Score of 3 and/or 4 on each indicator: No Intervention Required
- One or two scores of 2: Intervention Recommended (Professional Growth Plan)
- More than two scores of 2 or any scores of 1: Intervention Required (Professional Growth Plan)

INTERVENTION:
- Candidates receiving all 3’s and 4’s are encouraged to set individual goals for continued growth.
- Candidates for whom a Professional Growth Plan is recommended should create a plan and goals in cooperation with the instructor and report progress to their academic advisor during the next term.
- Candidates for whom a Professional Growth Plan is required must 1) create a plan and goals in cooperation with the instructor; 2) share the plan with their academic advisor and the COE Assistant Dean; and 3) successfully complete the plan and goals during the next term. Failure to comply with any of these steps could lead to removal from the program.

Statement of Disclosure: The student has seen a copy of the disposition assessment and has had a chance to ask questions prior to intervention.

Signature of Student: ___________________________

Signature of Instructor: ___________________________
<p>| INDICATOR: DISPLAYS AND TAKES RESPONSIBILITY FOR PROFESSIONAL BEHAVIOR AND ETHICS |
| CORE VALUE: Integrity and Responsibility | INTASC STANDARDS: 9 – Professional Learning &amp; Ethical Practice |
| INITIAL PHASE | INTERMEDIATE PHASE | ADVANCED PHASE |
| 🗼 Maintains a professional manner, dress and communication | 🗼 Maintains a professional manner, dress and communication | 🗼 Maintains a professional manner, dress and communication |
| 🗼 Submits required work accurately, grammatically correct and on time | 🗼 Submits required work accurately, grammatically correct and on time | 🗼 Submits required work accurately, grammatically correct and on time |
| 🗼 Arrives on time to field experiences and class | 🗼 Arrives on time to field experiences and class | 🗼 Arrives on time to field experiences and class |
| 🗼 Admits mistakes and accepts constructive criticism with a willingness to learn and correct with time | 🗼 Admits mistakes and accepts constructive criticism with a willingness to learn and correct with time | 🗼 Admits mistakes and accepts constructive criticism with a willingness to learn and correct with time |
| 🗼 Reflects on professional practice | 🗼 Reflects on professional practice and student learning / development | 🗼 Reflects on professional practice and student learning / development and assumes responsibility for student success |
| 🗼 Understands there will always be room to grow and improve their practice | 🗼 Understands there will always be room to grow and improve their practice and identifies ways to do so | 🗼 Understands there will always be room to grow and improve their practice and identifies and acts on ways to do so |
| 🗼 Understands the Core Values of the COE | 🗼 Models the Core Values of the COE | 🗼 Models the Core Values of the COE |
| 🗼 Understands professional ethics and confidentiality in both writing and conversation | 🗼 Exhibits professional ethics and confidentiality in both writing and conversation | 🗼 Exhibits professional ethics and confidentiality in both writing and conversation and is aware of legally required exceptions to confidentiality |
| 🗼 Represents the COE in a professional manner in all settings (e.g., on campus, off campus, online) and makes choices that reflect positively on the program. | 🗼 Represents the COE in a professional manner in all settings (e.g., on campus, off campus, online) and makes choices that reflect positively on the program. | 🗼 Represents the COE in a professional manner in all settings (e.g., on campus, off campus, online) and makes choices that reflect positively on the program. |
| 🗼 Demonstrates a growth mindset and views challenges as opportunities for personal development. | 🗼 Demonstrates a growth mindset and views challenges as opportunities for personal development. | 🗼 Demonstrates a growth mindset and views challenges as opportunities for personal development. |</p>
<table>
<thead>
<tr>
<th>INITIAL PHASE</th>
<th>INTERMEDIATE PHASE</th>
<th>ADVANCED PHASE</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Considers the educational needs of all students in a caring, culturally responsive, and consistent manner</td>
<td>- Considers and begins to plan for the educational needs of all students in a caring, culturally responsive, and consistent manner</td>
<td>- Consistently plans for the educational needs of all students in a caring, culturally responsive, and consistent manner</td>
</tr>
<tr>
<td>- Begins to understand the impact of bias and discrimination based on race, class, gender, disability/exceptionality, sexual orientation, language, etc. on students and their learning</td>
<td>- Understands the impact of bias and discrimination based on race, class, gender, disability/exceptionality, sexual orientation, language, etc. on students and their learning</td>
<td>- Understands the impact of bias and discrimination based on race, class, gender, disability/exceptionality, sexual orientation, language, etc. on students and their learning and uses this knowledge to practice in a culturally responsive manner.</td>
</tr>
<tr>
<td>- Believes that high quality education is a fundamental right of all students</td>
<td>- Believes that high quality education is a fundamental right of all students</td>
<td>- Believes that high quality education is a fundamental right of all students</td>
</tr>
<tr>
<td>- Is motivated to meet the needs of all students</td>
<td>- Is prepared and motivated to meet the needs of all students</td>
<td>- Is prepared and motivated to meet the needs of all students</td>
</tr>
<tr>
<td></td>
<td>- Understands that equity is different from equality</td>
<td>- Understands that equity is different from equality and acts on that belief to provide opportunities for each student to be successful and grow</td>
</tr>
<tr>
<td></td>
<td>- Is able to plan thoughtfully through the lens of culturally responsive practice</td>
<td>- Is able to plan thoughtfully through the lens of culturally responsive practice and demonstrate impact on student learning and/or development</td>
</tr>
</tbody>
</table>
### INDICATOR: SHOWS APPRECIATION AND SKILLS NEEDED FOR TEACHING, LEARNING AND MENTORING

<table>
<thead>
<tr>
<th>CORE VALUE: Teaching Learning and Mentoring</th>
<th>INTASC STANDARD: 7 – Planning for Instruction</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>INITIAL PHASE</strong></td>
<td><strong>INTERMEDIATE PHASE</strong></td>
</tr>
<tr>
<td>☐ Demonstrates genuine enthusiasm for the profession</td>
<td>☐ Demonstrates genuine enthusiasm for the profession</td>
</tr>
<tr>
<td>☐ Engages in discussion and questioning that lead to learning</td>
<td>☐ Engages in discussion and questioning that lead to learning</td>
</tr>
<tr>
<td>☐ Thoughtfully reflects on questions related to the profession and professional identity</td>
<td>☐ <em>Can articulate a stance on the profession and is developing a professional identity</em></td>
</tr>
<tr>
<td>☐ Understands the need to treat students with respect and care</td>
<td>☐ Treats students with respect and care</td>
</tr>
<tr>
<td>☐ Exhibits a belief that all students can succeed</td>
<td>☐ Exhibits a belief that all students can succeed</td>
</tr>
<tr>
<td>☐ Understands developmental stages and uses developmentally appropriate language</td>
<td>☐ <em>Understands a variety of instructional methods</em></td>
</tr>
<tr>
<td>☐</td>
<td>☐ Understands developmental stages and uses developmentally appropriate language and <em>student-centered practices</em></td>
</tr>
</tbody>
</table>

| 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 |

### INDICATOR: DEMONSTRATES COLLEGIALITY AND COLLABORATION

<table>
<thead>
<tr>
<th>CORE VALUE: Theory, Practice &amp; Collaboration</th>
<th>INTASC STANDARD: 10 – Leadership &amp; Collaboration</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>INITIAL PHASE</strong></td>
<td><strong>INTERMEDIATE PHASE</strong></td>
</tr>
<tr>
<td>☐ Understands the importance of effective communication in the classroom and field</td>
<td>☐ <em>Demonstrates effective communication skills in the classroom and the field</em></td>
</tr>
<tr>
<td>☐ Attends required class meetings and works with classmates outside of class on projects as a team player</td>
<td>☐ Attends required class meetings, works with classmates outside of class as a team player, <em>and is prepared for field-based interactions</em></td>
</tr>
<tr>
<td>☐ Treats classmates and instructors with respect and collegiality</td>
<td>☐ Treats classmates, instructors, <em>and field-based staff</em> with respect and collegiality</td>
</tr>
<tr>
<td>☐</td>
<td>☐ <em>Seeks opportunities for professional conversations &amp; activities beyond those required</em></td>
</tr>
<tr>
<td>☐</td>
<td>☐ <em>Anticipates and can address questions from faculty, field-based staff and/or parents</em></td>
</tr>
</tbody>
</table>

| 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 |
CANDIDATE PROFESSIONAL GROWTH PLAN

Student Name: _________________________ Instructor: _________________________

Area(s) of Strength:
________________________________________________________________________

Area(s) of Growth:
________________________________________________________________________

Level of Intervention: ______ Personal Growth ______ Recommended ______ Required

What are the areas of growth and how were they identified?

Plan for Growth:

Indicators of Success:

Timeline:

Signatures upon completion:

Student ________________________________________________________________

Instructor ____________________________________________________________