



Teacher Preparation Programs: Competency Appraisal for Practicum and Student Teaching

Key Assessment: Overview

Context and Overview for Assessment

This Competency Appraisal is a tool used to assess the active involvement of the National Louis teacher candidate during field experiences. The Competency Appraisals help determine the course grade for the coursework and teaching done and become a part of the candidate's permanent record at the university. The Cooperating Teacher, Teacher Candidate, and University Supervisor each completes a Competency Appraisal. The Competency Appraisal is administered in LiveText.

Standards Addressed

Competency Appraisals are tools used to assess the progress of the teacher candidate [the National Louis student] during field experiences. The cooperating teacher, the teacher candidate, and the university supervisor [*if assigned*] each complete a Competency Appraisal related to the teacher candidate's performance in the classroom. These Competency Appraisals offer formative data for mid-course corrections and advise seminar instructors as they determine the final and official course grade for student teaching. National College of Education is committed to assessing student performance for all Teacher Preparation programs on the basis of competence aligned to the InTASC standards, as well as proficiencies related to NCE values of Diversity and Technology.

Assessing Levels of Proficiency

The Competency Appraisal assessment instrument is an adaptation of Charlotte Danielson's *Framework for Professional Practice*. In this framework, Danielson explains that typical early-career teachers are likely to have a mix of 'basic' and 'proficient' components to their practice and teachers with any 'unsatisfactory' components to their practice are in immediate need of targeted professional development to improve.

As such, we expect teacher candidates from the NLU teacher preparation programs to perform at a level generally expected by a novice teacher. As a beginning teacher, we expect at least 'basic' in all components of practice; ideally, student teachers are also 'proficient' in several components and clearly trend towards proficiency in all components. 'Not observed' has been included for those areas when something is not observable or cannot be evaluated. The 'N/A' column of the rubric should be selected when a criterion is 'Not Observed.'

Glossary of Terms	
Proficient:	Candidate demonstrates mastery at a consistently professional level.
Basic:	Candidate demonstrates the necessary knowledge and skills but their applications are inconsistent.
Unsatisfactory:	Candidate performance is consistently below standards.
Not Observed:	Not applicable and/or lack of basis for judgment at this time.
Mastery:	Comprehensive knowledge or skill
Consistent:	Acting or performing in the same way over time
Inconsistent:	Not performing on a regular basis over time

ADDENDUMS: Assessing Content-Specific Standards

In addition to the InTASC standards, the Teacher Preparation programs need to assess competencies that meet standards for their Specialized Professional Associations ('SPAs'). These content-specific components are assessed in an Addendum to the Teacher Preparation Competency Appraisal Rubric.

Early Childhood Education (ECE)

The Competency Appraisal assessment for Early Childhood Education is used three times, once in Practicum II and twice in Student Teaching.

The National Association for the Education of Young Children (NAEYC) standards are used to assess the candidate for the Early Childhood Education program.

References to Standards in LiveText Rubric Criteria

The standards and abbreviations as they appear in the rubric criterion are detailed below.

InTASC Standards	Abbreviation in Rubric
InTASC Standard 1: Learner Development The teacher understands how learners grow and develop, recognizing that patterns of learning and development vary individually within and across the cognitive, linguistic, social, emotional, and physical areas, and designs and implements developmentally appropriate and challenging learning experiences.	InTASC 1: LEARNER DEVELOPMENT
InTASC Standard 2: Learning Differences The teacher uses understanding of individual differences and diverse cultures and communities to ensure inclusive learning environments that enable each learner to meet high standards.	InTASC 2: LEARNING DIFFERENCES
InTASC Standard 3: Learning Environment 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 3: LEARNING ENVIRONMENT
InTASC Standard 4: Content Knowledge The teacher understands the central concepts, tools of inquiry, and structures of the discipline(s) he or she teaches and creates learning experiences that make these aspects of the discipline accessible and meaningful for learners to assure mastery of the content.	InTASC 4: CONTENT KNOWLEDGE
InTASC Standard 5: Application of Content The teacher understands how to connect concepts and use differing perspectives to engage learners in critical thinking, creativity, and collaborative problem-solving related to authentic local and global issues.	InTASC 5: APPLICATION OF CONTENT
InTASC Standard 6: Assessment The teacher understands and uses multiple methods of assessment to engage learners in their own growth, to monitor learner progress, and to guide the teacher's and learner's decision making.	InTASC 6: ASSESSMENT
InTASC Standard 7: Planning for Instruction The teacher plans instruction that supports every student in meeting rigorous learning goals by drawing upon knowledge of content areas, curriculum, cross-disciplinary skills, and pedagogy, as well as knowledge of learners and the community context.	InTASC 7: PLANNING FOR INSTRUCTION

InTASC Standards	Abbreviation in Rubric
InTASC Standard 8: Instructional Strategies The teacher understands and uses a variety of instructional strategies to encourage learners to develop deep understanding of content areas and their connections, and to build skills to apply knowledge in meaningful ways.	InTASC 8: INSTRUCTIONAL STRATEGIES
InTASC Standard 9: Professional Learning and Ethical Practice The teacher engages in ongoing professional learning and uses evidence to continually evaluate his/her practice, particularly the effects of his/her choices and actions on others (learners, families, other professionals, and the community), and adapts practice to meet the needs of each learner.	InTASC 9: PROFESSIONAL LEARNING / ETHICAL PRACTICE
InTASC Standard 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 10: LEADERSHIP / COLLABORATION
NCE Values	Abbreviation in Rubric
Diversity	NCE: DIVERSITY
Technology	NCE: TECHNOLOGY

ADDENDUM: Early Childhood Education Standards	Abbreviation in Rubric
NAEYC Standard 1: Promoting Child Development and Learning	1. DEVELOPMENT / LEARNING
NAEYC Standard 2: Building Family and Community Relations	2. FAMILY / COMMUNITY
NAEYC Standard 3: Observing, Documenting, and Assessing to Support Young Children and Families	3. ASSESSING TO SUPPORT
NAEYC Standard 4: Using Developmentally Effective Approaches	4. EFFECTIVE APPROACHES
NAEYC Standard 5: Using Content Knowledge to Build Meaningful Curriculum	5. CONTENT KNOWLEDGE
NAEYC Standard 6: Becoming a Professional	6. PROFESSIONALISM

Directions for Completing the Competency Appraisal in LiveText

1. Carefully review the Overview of the Key Assessment above.
2. There is a place for summary **Comments and Feedback** at the top of the LiveText document, in which you may “Provide any final comments and feedback on the Internship experience.”
3. Complete the Teacher Preparation Competency Appraisal rubric and the Addendum rubric, by clicking in the appropriate cell for each row.
Each row is a “required” component. In the LiveText rubric, an ‘N/A’ column will be available to use for ratings of ‘Not Observed.’
4. There is a ‘Comments’ row after each element in the LiveText rubric. Please use this row to provide additional information regarding the following:
 - a. Strengths and/or recommendations for improvement
 - b. Ratings of ‘Not Observed’ (‘N/A’ in the LiveText rubric)
 - c. Ratings of ‘Unsatisfactory’
 - d. If applicable, rationale for selecting one rating over another.

5. The Competency Appraisal assessment does ***not*** have to be completed in one sitting.
If you wish to pause in your assessment and return to it later, select the **Save** button (in the lower right corner of the screen).
6. When you have completed the assessment, select the (blue) **Submit Assessment** button (in the lower right corner of the screen).
Please note that once you have submitted your assessment, the assessment will be viewable by the others in the Placement: Student Teacher, Cooperating Teacher, University Supervisor, Seminar Leader.
7. You may save the completed assessment as a PDF.
If you are on the main **Field Experience** page, click on the link: **View Completed**.
If you are on the **Placement Details** page, click on the link: **Assessment Completed**.
8. To view the assessments of the others in the Placement, see the **Placement Details** page.

The Teacher Preparation Competency Appraisal Rubric and the Addendum Rubric appear below (except for the “Comments” rows).

Teacher Preparation Competency Appraisal Rubric

Criteria	Standards	Unsatisfactory	Basic	Proficient	Not Observed
SCORING GUIDE		Candidate performance is consistently below standards.	Candidate demonstrates the necessary knowledge and skills but their applications are inconsistent.	Candidate demonstrates mastery at a consistently professional level.	Not applicable and/or lack of basis for judgment at this time.
InTASC 1: LEARNER DEVELOPMENT. Child Development	InTASC 1	Candidate does not create or implement developmentally appropriate and challenging learning experiences based on learner needs.	Candidate implements developmentally appropriate and challenging learning experiences based on learner needs.	Candidate modifies and implements developmentally appropriate and challenging learning experiences based on identified individual learner needs.	Not applicable and/or lack of basis for judgment at this time.
InTASC 2: LEARNING DIFFERENCES. Differentiation Strategies	InTASC 2	Candidate does not implement differentiation strategies, or the strategies employed are limited.	Differentiation strategies are present and actively address at least one of the dimensions of diversity: cultural and ethnic diversity, English language learners, academically disadvantaged, and gifted students.	Candidate consistently implements differentiation strategies to promote the learning of diverse students, and actively addresses multiple dimensions including cultural and ethnic diversity, English language learners, academically disadvantaged and gifted students.	Not applicable and/or lack of basis for judgment at this time.
InTASC 3: LEARNING ENVIRONMENT. Creating Classroom Community	InTASC 3	There is minimal evidence of positive classroom community; few students are comfortable participating.	Candidate attempts to build relationships with students and create a respectful learning community; most students are comfortable expressing their ideas.	Candidate builds strong relationships with students and creates a respectful learning environment in which all students are comfortable in expressing their ideas.	Not applicable and/or lack of basis for judgment at this time.
InTASC 3: LEARNING ENVIRONMENT. Classroom Procedures	InTASC 3	Candidate's communication of procedures is inconsistent; students often do not know what they are supposed to do and the candidate does not recognize confusion.	Candidate creates and communicates classroom procedures; procedures are sometimes not clearly expressed or understood by all students.	Candidate creates and communicates classroom procedures; frequently procedures are expressed with clarity and understood by all students.	Not applicable and/or lack of basis for judgment at this time.
InTASC 4: CONTENT KNOWLEDGE. Subject Matter Content Knowledge	InTASC 4	Candidate demonstrates limited content knowledge in the subjects he/she teaches and do not pursue the acquisition of additional knowledge.	Candidate demonstrates depth and breadth of subject matter content knowledge in the subjects he/she teaches.	Candidate demonstrates depth and breadth of subject matter content knowledge in the subjects he/she teaches, and seeks the knowledge needed to improve the effectiveness of their teaching.	Not applicable and/or lack of basis for judgment at this time.
InTASC 5: APPLICATION OF CONTENT. Application of Content Knowledge	InTASC 5	Candidate does not attempt to connect content areas in a meaningful way.	Candidate recognizes and models content principles and connections to real-world problems.	Candidate provides curricular experiences in which each student is able to apply content principles to solve unfamiliar and real-world problems.	Not applicable and/or lack of basis for judgment at this time.

Teacher Preparation Competency Appraisal Rubric

Criteria	Standards	Unsatisfactory	Basic	Proficient	Not Observed
InTASC 6: ASSESSMENT. Assessing Student Learning	InTASC 6	Assessments used by candidate are not aligned with learning outcomes.	Candidate uses assessments aligned to learning outcomes to inform instruction.	Candidate uses formative and/or summative assessments that align with learning outcomes to inform instruction.	Not applicable and/or lack of basis for judgment at this time.
InTASC 6: ASSESSMENT. Providing Feedback to Learners	InTASC 6	Candidate does not provide meaningful feedback.	Candidate provides learners with meaningful feedback but not always with consistency.	Candidate provides learners with ongoing, meaningful feedback and encourages students to self-evaluate.	Not applicable and/or lack of basis for judgment at this time.
InTASC 7: PLANNING FOR INSTRUCTION. Designing Instruction/ Lesson Planning	InTASC 7	Candidate does not use knowledge of students to design lessons that engage students and meet the needs of all learners.	Candidate attempts to use knowledge of students to design learning experiences; however, lessons only sometimes engage students and/or meet the needs of all learners.	Candidate uses knowledge of students to effectively design learning experiences that engage, challenge, and meet the needs of all learners.	Not applicable and/or lack of basis for judgment at this time.
InTASC 7: PLANNING FOR INSTRUCTION. Learning goals and curriculum standards applied	InTASC 7	Learning objectives and/or standards are poorly defined or missing, and/or the listed curriculum standards do not match the learning objectives.	Learning objectives and curriculum standards are stated but the alignment between them is unclear.	Learning objectives of the lesson are clearly defined, curriculum standards are listed, and connections between the two are well articulated.	Not applicable and/or lack of basis for judgment at this time.
InTASC 8: INSTRUCTIONAL STRATEGIES. Instructional Tools	InTASC 8	Instructional tools are not present in the candidate's teaching and/or their use is perfunctory and do not support student learning.	Candidate selects and uses instructional tools to demonstrate concepts and procedures.	Candidate's selection and use of instructional tools is creative and engaging, and well suited to build students' conceptual understanding.	Not applicable and/or lack of basis for judgment at this time.
InTASC 8: INSTRUCTIONAL STRATEGIES. Integration of Technology	InTASC 8	Instructional technology used is unrelated to instructional outcomes and rarely used to augment learning in the classroom.	Candidate uses instructional technology that is mostly appropriate to the instructional outcomes, engaging students most of the time.	Candidate uses instructional technology that is appropriate to the instructional outcomes, complements content-specific material, and actively engages students.	Not applicable and/or lack of basis for judgment at this time.
InTASC 9: PROFESSIONAL LEARNING / ETHICAL PRACTICE. Reflective Classroom Practice	InTASC 9	Reflections from candidate reveal a lack of self-awareness of classroom practice; candidate does not accept constructive feedback.	Reflections from candidate show some self-awareness of classroom practice; however, candidate is unsure of what steps to take toward improvement. Candidate does accept feedback, but may not act upon it.	Candidate actively seeks feedback from university supervisor and cooperating teacher. Reflections demonstrate self-awareness of effective classroom practice and include dynamic steps toward improvement.	Not applicable and/or lack of basis for judgment at this time.

Teacher Preparation Competency Appraisal Rubric

Criteria	Standards	Unsatisfactory	Basic	Proficient	Not Observed
InTASC 10: LEADERSHIP / COLLABORATION. Roles and Responsibilities of Being a Teacher	InTASC 10	Candidate does not understand the roles and responsibilities of a teacher both inside and outside of the classroom.	Candidate understands classroom responsibilities but does not exhibit a clear understanding of all teacher roles inside and outside the classroom.	Candidate clearly understands the roles and responsibilities of being a teacher, including those responsibilities outside of the classroom (e.g. timeliness, preparedness, collegiality, communication with parents and other staff members).	Not applicable and/or lack of basis for judgment at this time.
NCE: DIVERSITY. Demonstrates respect for and affirms culturally and linguistically diverse children and their families	CAEP-Diversity	Candidate rarely demonstrates respect for and affirms culturally and linguistically diverse children and their families.	Candidate demonstrates respect for and affirms culturally and linguistically diverse children and their families but the application is inconsistent.	Candidate consistently demonstrates respect for and affirms culturally and linguistically diverse children and their families.	Not applicable and/or lack of basis for judgment at this time.
NCE: DIVERSITY. Creates learning environments and experiences that are free of bias and are culturally responsive	CAEP-Diversity	Candidate rarely creates learning environments and experiences that are free of bias and are culturally responsive.	Candidate creates learning environments and experiences that are free of bias and are culturally responsive but the application is inconsistent.	Candidate consistently creates learning environments and experiences that are free of bias and are culturally responsive.	Not applicable and/or lack of basis for judgment at this time.
NCE: DIVERSITY. Adapts curriculum and strategies for the diverse or exceptional learners	CAEP-Diversity	Candidate rarely adapts curriculum and strategies for the diverse or exceptional learners.	Candidate adapts curriculum and strategies for the diverse or exceptional learners but the application is inconsistent.	Candidate consistently adapts curriculum and strategies for the diverse or exceptional learners.	Not applicable and/or lack of basis for judgment at this time.
NCE: TECHNOLOGY. Designs appropriate learning environments and activities using various technologies	CAEP-Technology	Candidate rarely designs appropriate learning environments and activities using various technologies.	Candidate designs appropriate learning environments and activities using various technologies but the application is inconsistent.	Candidate consistently designs appropriate learning environments and activities using various technologies.	Not applicable and/or lack of basis for judgment at this time.
NCE: TECHNOLOGY. Adapts curriculum using technology to address the diverse needs of children	CAEP-Technology	Candidate rarely adapts curriculum using technology to address the diverse needs of children.	Candidate adapts curriculum using technology to address the diverse needs of children but the application is inconsistent.	Candidate consistently adapts curriculum using technology to address the diverse needs of children.	Not applicable and/or lack of basis for judgment at this time.
NCE: TECHNOLOGY. Uses technology to create and implement assessments	CAEP-Technology	Candidate rarely uses technology to create and implement assessments.	Candidate uses technology to create and implement assessments but the application is inconsistent.	Candidate consistently uses technology to create and implement assessments.	Not applicable and/or lack of basis for judgment at this time.

ADDENDUM: Early Childhood Education Competency Appraisal Rubric

Criteria	Standards	Unsatisfactory	Basic	Proficient	Not Observed
1. DEVELOPMENT / LEARNING. Strives to build supportive relationships with children	NAEYC 1a.	Candidate rarely strives to build supportive relationships with children.	Candidate strives to build supportive relationships with children but the application is inconsistent.	Candidate consistently strives to build supportive relationships with children.	Not applicable and/or lack of basis for judgment at this time.
1. DEVELOPMENT / LEARNING. Designs developmentally appropriate activities that reflect knowledge about child development	NAEYC 1b.	Candidate rarely designs developmentally appropriate activities that reflect knowledge about child development.	Candidate designs developmentally appropriate activities that reflect knowledge about child development but the application is inconsistent.	Candidate consistently designs developmentally appropriate activities that reflect knowledge about child development.	Not applicable and/or lack of basis for judgment at this time.
1. DEVELOPMENT / LEARNING. Uses developmental knowledge to create healthy, respectful, supportive, and challenging learning environments for young children	NAEYC 1c.	Candidate rarely uses developmental knowledge to create healthy, respectful, supportive, and challenging learning environments for young children.	Candidate uses developmental knowledge to create healthy, respectful, supportive, and challenging learning environments for young children but the application is inconsistent.	Candidate consistently uses developmental knowledge to create healthy, respectful, supportive, and challenging learning environments for young children.	Not applicable and/or lack of basis for judgment at this time.
2. FAMILY / COMMUNITY. Demonstrates commitment to collaboration with diverse families in order to understand and support the development of the child	NAEYC 2c.	Candidate rarely demonstrates commitment to collaboration with diverse families in order to understand and support the development of the child.	Candidate demonstrates commitment to collaboration with diverse families in order to understand and support the development of the child but the application is inconsistent.	Candidate consistently demonstrates commitment to collaboration with diverse families in order to understand and support the development of the child.	Not applicable and/or lack of basis for judgment at this time.
2. FAMILY / COMMUNITY. Demonstrates an understanding of the significant characteristics of the families and community of the school	NAEYC 2a.	Candidate rarely demonstrates an understanding of the significant characteristics of the families and community of the school.	Demonstrates an understanding of the significant characteristics of the families and community of the school but the application is inconsistent.	Candidate consistently demonstrates an understanding of the significant characteristics of the families and community of the school.	Not applicable and/or lack of basis for judgment at this time.
2. FAMILY / COMMUNITY. Uses various strategies to engage effectively with families	NAEYC 2b.	Candidate rarely uses various strategies to engage effectively with families.	Candidate uses various strategies to engage effectively with families but the application is inconsistent.	Candidate consistently uses various strategies to engage effectively with families.	Not applicable and/or lack of basis for judgment at this time.
3. ASSESSING TO SUPPORT. Uses assessment data to develop appropriate goals, curriculum, and teaching strategies	NAEYC 3a.	Candidate rarely uses assessment data to develop appropriate goals, curriculum, and teaching strategies.	Candidate uses assessment data to develop appropriate goals, curriculum, and teaching strategies but the application is inconsistent.	Candidate consistently uses assessment data to develop appropriate goals, curriculum, and teaching strategies.	Not applicable and/or lack of basis for judgment at this time.

ADDENDUM: Early Childhood Education Competency Appraisal Rubric

Criteria	Standards	Unsatisfactory	Basic	Proficient	Not Observed
3. ASSESSING TO SUPPORT. Understands and practices responsible assessment to promote positive outcomes for each child	NAEYC 3b, 3c.	Candidate rarely understands and practices responsible assessment to promote positive outcomes for each child.	Candidate understands and practices responsible assessment to promote positive outcomes for each child but the application is inconsistent.	Candidate consistently understands and practices responsible assessment to promote positive outcomes for each child.	Not applicable and/or lack of basis for judgment at this time.
3. ASSESSING TO SUPPORT. Demonstrates understanding about assessment partnerships with families, and professional colleagues, to build effective learning environments	NAEYC 3d.	Candidate rarely demonstrates understanding about assessment partnerships with families, and professional colleagues, to build effective learning environments.	Candidate demonstrates understanding about assessment partnerships with families, and professional colleagues, to build effective learning environments but the application is inconsistent.	Candidate consistently demonstrates understanding about assessment partnerships with families, and professional colleagues, to build effective learning environments.	Not applicable and/or lack of basis for judgment at this time.
4. EFFECTIVE APPROACHES. Builds positive classroom community that supports peer interactions and an atmosphere of respect	NAEYC 4a.	Candidate rarely builds positive classroom community that supports peer interactions and an atmosphere of respect.	Candidate builds positive classroom community that supports peer interactions and an atmosphere of respect but the application is inconsistent.	Candidate consistently builds positive classroom community that supports peer interactions and an atmosphere of respect.	Not applicable and/or lack of basis for judgment at this time.
4. EFFECTIVE APPROACHES. Develops and maintains positive interactions with children	NAEYC 4c.	Candidate rarely develops and maintains positive interactions with children.	Candidate develops and maintains positive interactions with children but the application is inconsistent.	Candidate consistently develops and maintains positive interactions with children.	Not applicable and/or lack of basis for judgment at this time.
4. EFFECTIVE APPROACHES. Encourages children to express their creativity	NAEYC 4c.	Candidate rarely encourages children to express their creativity.	Candidate encourages children to express their creativity but the application is inconsistent.	Candidate consistently encourages children to express their creativity.	Not applicable and/or lack of basis for judgment at this time.
4. EFFECTIVE APPROACHES. Plans and implements an integrated curriculum that covers multi-modalities of learning	NAEYC 4c.	Candidate rarely plans and implements an integrated curriculum that covers multi-modalities of learning.	Candidate plans and implements an integrated curriculum that covers multi-modalities of learning but the application is inconsistent.	Candidate consistently plans and implements an integrated curriculum that covers multi-modalities of learning.	Not applicable and/or lack of basis for judgment at this time.
4. EFFECTIVE APPROACHES. Uses a variety of effective instructional strategies and tools, including appropriate uses of technology	NAEYC 4b.	Candidate rarely uses a variety of effective instructional strategies and tools, including appropriate uses of technology.	Candidate uses a variety of effective instructional strategies and tools, including appropriate uses of technology.	Candidate consistently uses a variety of effective instructional strategies and tools, including appropriate uses of technology.	Not applicable and/or lack of basis for judgment at this time.

ADDENDUM: Early Childhood Education Competency Appraisal Rubric

Criteria	Standards	Unsatisfactory	Basic	Proficient	Not Observed
4. EFFECTIVE APPROACHES. Shows consistent application of classroom behavior management strategies	NAEYC 4c.	Candidate rarely shows application of classroom behavior management strategies.	Candidate shows application of classroom behavior management strategies but the application is inconsistent.	Candidate consistently shows application of classroom behavior management strategies.	Not applicable and/or lack of basis for judgment at this time.
4. EFFECTIVE APPROACHES. Reflects on own practice to promote positive outcomes for each child	NAEYC 4d.	Candidate rarely reflects on own practice to promote positive outcomes for each child.	Candidate reflects on own practice to promote positive outcomes for each child but the application is inconsistent.	Candidate consistently reflects on own practice to promote positive outcomes for each child.	Not applicable and/or lack of basis for judgment at this time.
5. CONTENT KNOWLEDGE. Understands content knowledge and resources in academic disciplines or content areas	NAEYC 5a.	Candidate rarely understands content knowledge and resources in academic disciplines or content areas.	Candidate understands content knowledge and resources in academic disciplines or content areas but the application is inconsistent.	Candidate consistently understands content knowledge and resources in academic disciplines or content areas.	Not applicable and/or lack of basis for judgment at this time.
5. CONTENT KNOWLEDGE. The curriculum design reflects knowledge about central concepts of academic disciplines or content areas	NAEYC 5b.	Candidate rarely designs curriculum that reflects knowledge about central concepts of academic disciplines or content areas.	Candidate designs curriculum that reflects knowledge about central concepts of academic disciplines or content areas but the application is inconsistent.	Candidate consistently designs curriculum that reflects knowledge about central concepts of academic disciplines or content areas.	Not applicable and/or lack of basis for judgment at this time.
5. CONTENT KNOWLEDGE. The curriculum design reflects inquiry tools and structures of academic disciplines or content areas	NAEYC 5b.	Candidate rarely designs curriculum that reflects inquiry tools and structures of academic disciplines or content areas.	Candidate designs curriculum that reflects inquiry tools and structures of academic disciplines or content areas but the application is inconsistent.	Candidate consistently designs curriculum that reflects inquiry tools and structures of academic disciplines or content areas.	Not applicable and/or lack of basis for judgment at this time.
5. CONTENT KNOWLEDGE. Uses content knowledge, early learning standards, and other resources to design, implement, and evaluate curriculum for each child	NAEYC 5c.	Candidate rarely uses content knowledge, early learning standards, and other resources to design, implement, and evaluate curriculum for each child.	Candidate uses content knowledge, early learning standards, and other resources to design, implement, and evaluate curriculum for each child but the application is inconsistent.	Candidate consistently uses content knowledge, early learning standards, and other resources to design, implement, and evaluate curriculum for each child.	Not applicable and/or lack of basis for judgment at this time.
5. CONTENT KNOWLEDGE. The curriculum is developmentally meaningful and challenging for each child	NAEYC 5c.	Candidate rarely designs curriculum that is developmentally meaningful and challenging for each child.	Candidate designs curriculum that is developmentally meaningful and challenging for each child but the application is inconsistent.	Candidate consistently designs curriculum that is developmentally meaningful and challenging for each child.	Not applicable and/or lack of basis for judgment at this time.
6. PROFESSIONALISM. Projects a professional demeanor and upholds ethical standards	NAEYC 6b.	Candidate rarely projects a professional demeanor and upholds ethical standards.	Candidate projects a professional demeanor and upholds ethical standards but the application is inconsistent.	Candidate consistently projects a professional demeanor and upholds ethical standards.	Not applicable and/or lack of basis for judgment at this time.

ADDENDUM: Early Childhood Education Competency Appraisal Rubric

Criteria	Standards	Unsatisfactory	Basic	Proficient	Not Observed
6. PROFESSIONALISM. Engages in informed advocacy for young children and the early childhood profession	NAEYC 6e.	Candidate rarely projects a professional demeanor and upholds ethical standards.	Candidate projects a professional demeanor and upholds ethical standards but the application is inconsistent.	Candidate consistently projects a professional demeanor and upholds ethical standards.	Not applicable and/or lack of basis for judgment at this time.
6. PROFESSIONALISM. Demonstrates dependability, cooperation and understanding of responsibility	NAEYC 6b.	Candidate rarely engages in informed advocacy for young children and the early childhood profession.	Candidate engages in informed advocacy for young children and the early childhood profession but the application is inconsistent.	Candidate consistently engages in informed advocacy for young children and the early childhood profession.	Not applicable and/or lack of basis for judgment at this time.
6. PROFESSIONALISM. Demonstrates flexibility and adaptive behavior	NAEYC 6d.	Candidate rarely demonstrates dependability, cooperation and understanding of responsibility.	Candidate demonstrates dependability, cooperation and understanding of responsibility but the application is inconsistent.	Candidate consistently demonstrates dependability, cooperation and understanding of responsibility.	Not applicable and/or lack of basis for judgment at this time.
6. PROFESSIONALISM. Works cooperatively with the classroom teacher and is collegial with school personnel	NAEYC 6a.	Candidate rarely demonstrates flexibility and adaptive behavior.	Candidate demonstrates flexibility and adaptive behavior but the application is inconsistent.	Candidate consistently demonstrates flexibility and adaptive behavior.	Not applicable and/or lack of basis for judgment at this time.
6. PROFESSIONALISM. Demonstrates effective oral and written communication skills	NAEYC 6d.	Candidate rarely works cooperatively with the classroom teacher and is collegial with school personnel.	Candidate works cooperatively with the classroom teacher and is collegial with school personnel but the application is inconsistent.	Candidate consistently works cooperatively with the classroom teacher and is collegial with school personnel.	Not applicable and/or lack of basis for judgment at this time.
6. PROFESSIONALISM. Accepts and utilizes constructive criticism from cooperating teacher, supervisor and administrators	NAEYC 6d.	Candidate rarely demonstrates effective oral and written communication skills.	Candidate demonstrates effective oral and written communication skills but the application is inconsistent.	Candidate consistently demonstrates effective oral and written communication skills.	Not applicable and/or lack of basis for judgment at this time.
6. PROFESSIONALISM. Exhibits skills in self-evaluation and reflection	NAEYC 6d.	Candidate rarely accepts and utilizes constructive criticism from cooperating teacher, supervisor and administrators.	Candidate accepts and utilizes constructive criticism from cooperating teacher, supervisor and administrators but the application is inconsistent.	Candidate consistently accepts and utilizes constructive criticism from cooperating teacher, supervisor and administrators.	Not applicable and/or lack of basis for judgment at this time.
6. PROFESSIONALISM. Engages in continuous, collaborative learning to inform practice	NAEYC 6c.	Candidate rarely exhibits skills in self-evaluation and reflection.	Candidate exhibits skills in self-evaluation and reflection but the application is inconsistent.	Candidate consistently exhibits skills in self-evaluation and reflection.	Not applicable and/or lack of basis for judgment at this time.