SCHOOL OF EDUCATION

Preparing Committed Professional Educators with Knowledge and Practices for a Continuously Changing World

Teacher Education Handbook

2018-2019
CHOWAN UNIVERSITY
School of Education

Preparing Committed Professional Educators with Knowledge and Practices for a Continuously Changing World

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**Qualifying Statement**

The School of Education reserves the right to make changes as required. Please consult the online version, [www.chowan.edu/documents/academics/SOE-Handbook.pdf](http://www.chowan.edu/documents/academics/SOE-Handbook.pdf) for the most updated version of this Handbook.
Dear Students,

We are delighted that you have chosen to become an educator for your life’s work. There is no other profession that is more rewarding and has such a direct impact upon the youth of today and for generations to come. You will be the builders of the future.

You are beginning the process of becoming one of the next generation of amazing teachers. You will be one of the people who mold young people’s lives in a positive direction. By affiliating with a Teacher Education Program approved by the North Carolina Department of Public Instruction and maintaining national accreditation you are stating that you are serious about your preparation and profession.

We wish you every success for the future and many years of positively influencing the lives of young people. Please let us know if you have questions or need assistance.

With kindest personal regards,

Sincerely,

Ella Benson, Ed.D.
Dean
School of Education
Chowan University
I. Chowan University School of Education
The Chowan University School of Education is dedicated to graduate students who are effective, highly qualified teachers and who are equipped with instructional strategies and pedagogy capable of educating all learners in a continuously changing world. The strong core curriculum, along with professional and specialty area studies offered to pre-service teachers at Chowan University, provides prospective educators knowledge, skills, and dispositions necessary for working with diverse students and learning environments. Opportunities are provided for candidates to learn and assess theories and principles of best practices not only in the university setting but also in collaboration with classroom teachers and other professionals who guide them through practical application in real world settings. The Teacher Education Handbook is designed to assist prospective teachers’ progress through steps that will lead to licensure as a professional in education. Although advisors, along with other faculty and staff members are available to guide and help in any way, it is ultimately the candidates’ responsibility for meeting the graduation requirements associated with the Teacher Education Program. In keeping with the mission and vision of Chowan University all students are expected to abide by the Academic Integrity Policy of the University. (See Online University Catalog).

II. Conceptual Framework
The School of Education has a comprehensive logistical plan established in accordance with national and state standards in order to ensure the effectiveness of graduates. Known as The Conceptual Framework, the researched knowledge-based program starts the very minute students enter the Teacher Education Program at Chowan University. A detailed plan of action lets students learn early on what needs to be done first, what should be accomplished throughout their student careers, what they will master by the time they graduate, and how they can most efficiently demonstrate all they have learned and done.

In February of 2011, the School of Education determined a need to revise the Conceptual Framework. Through the Teacher Education Committee, faculty members solicited input from students and community members. Feedback suggested the Conceptual Framework should be streamlined and expressed in language that students and community members could easily understand. With this guiding consideration, the School of Education faculty met throughout the spring for the revision process. Through a series of regular meetings, representatives reached a consensus on a revised mission statement, vision statement, and candidate proficiencies.

The Conceptual Framework, Preparing Committed Professionals with Knowledge and Practices for a Continuously Changing World encourages graduates to adapt specific characteristics that will help them become better teachers. Using the Knowledge acquired in classrooms and in fieldwork, students of the Teacher Education Program will mold themselves into life-long learners and scholars who thrive in the pursuit of knowledge and who can recognize their own areas of needed improvement and work to remedy them. Candidates will
**Practice** a variety of instructional and classroom management skills and master ways to enhance learning for all students through technology, differentiated lessons, and data using formative and summative assessments. Chowan University Candidates will demonstrate **Professionalism** through fair, respectful appreciation for diverse learners, reflect on ways to improve instruction, engage in professional opportunities and collaborate with colleagues, students, parents, and community members.

The Conceptual Framework is founded on beliefs expressed by faculty, administration, students, candidates, graduates, representatives from Local Education Agencies (LEAs), and community representatives, and aligns with Chowan University’s commitment to teaching, learning, and service.

**Conceptual Framework**

**Characteristics of Effective Teachers**

*Preparing Committed Professional Educators with Knowledge and Practices of a Continuously Changing World*

Knowledge  
Practice  
Professionalism

The revised conceptual framework identifies three focus areas for teacher education: **knowledge, practice, and professionalism**. The following candidate proficiencies emerge from these three areas.

**Knowledge:**  
Candidates will:

1a. Master content and pedagogical knowledge  
1b. Understand educational research as a means to improve learning for all students  
1c. Understand how students learn and develop, including atypical and exceptional learners

**Practice:**  
Candidates will:

2a. Master and apply a variety of instructional and classroom management strategies to enhance learning for all students  
2b. Integrate technology to enhance student learning  
2c. Use data from formative and summative assessments to inform instruction

**Professionalism:**  
Candidates will:

3a. Demonstrate fairness, respect, and appreciation for the diversity among learners  
3b. Reflect on knowledge and practices to improve instruction  
3c. Engage in scholarly inquiry and professional opportunities  
3d. Collaborate with colleagues, students, parents, and community members
III. Mission Statement
The mission of teacher preparation at Chowan University is to prepare committed professionals to provide quality instruction for all learners. This mission aligns with the University’s commitment to excellence in teaching, learning, scholarly inquiry, and service in a Judeo-Christian environment. Through rigorous curricula, modeled pedagogy, and careful program planning, the School of Education equips its graduates with the knowledge, skills, and dispositions that all students in an ever-changing, diverse world will need.

IV. Overview of the School of Education
The School of Education adheres to the standards established by the North Carolina Department of Public Instruction (NC DPI), the state agency that accredits the Schools of Education and issues licenses to candidates when they complete all requirements for licensure. In addition, the School of Education meets national accrediting standards as set forth by the National Council for the Accreditation of Teacher Education (NCATE). The standards set forth by the NC DPI and NCATE are rigorous and are aligned with Chowan University’s School of Education mission. Chowan University’s Teacher Education Programs are fully accredited by both the NC DPI and NCATE.

The Conceptual Framework of Chowan University provides the framework and basis upon which all licensure programs are developed. The unit provides programs leading to licensure in the following areas:

- Comprehensive Science Education (9-12)
- Elementary Education (K-6)
- English Education (9-12)
- Health and Physical Education (K-12)
- Mathematics Education (9-12)
- Music Education (K-12)
- Social Studies Education (9-12)

In alignment with its conceptual framework, mission and goals, Chowan University has developed a School of Education that incorporates all seven program areas. Students who complete these programs will acquire a sound liberal arts background through general education classes that are required of all Chowan students, complete a program of studies in a specialized area, and acquire skills and knowledge of theory through professional studies. Students complete a variety of field experiences.

All elementary education majors must successfully complete the University and School of Education requirements and pass the Foundations of Reading Test and the General Education Curriculum and Multi-Subject Test as required for North Carolina Teaching Licensure. All other content area education majors must take Praxis II for their content area in order to be recommended for a teaching license.

Students may not take the Professional Studies or 400 level courses until they have been admitted to the Teacher Education Program of Chowan University. (See Admission Requirements, Section VI, A). Candidates must be fully admitted to the Teacher Education Program one full semester before being allowed to enter student teaching.
Candidates must join the Student North Carolina Association of Educators (SNCAE). SNCAE is a pre-professional organization for undergraduate and graduate students interested in a career in education. A proficient candidate participates and seeks additional opportunities for professional development. Participation in SNCAE provides early involvement and awareness.

All candidates must maintain an account in TaskStream. It is the management system used to organize student work and allows individuals to maintain projects and activities beginning with EDUC 201, Introduction to Teaching, and throughout all education coursework.

V. Fieldwork Assignments and Clinical Practice

Many education courses require candidates to observe, assist, tutor, and student teach K-12 students in public school classes. The fieldwork experiences allow opportunities for observation and some participation in early education courses, usually the sophomore year, and then intensify through the introduction of instructional techniques and methodology within structured classroom settings.

In initial courses, students completing fieldwork have not necessarily been formally admitted into the Teacher Education Program but are in classes with specific fieldwork requirements. At the beginning of each semester, participating LEAs are provided descriptions of specific fieldwork needs from Chowan University, expectations of students, the fieldwork assignments, and the opportunity for the K-12 schools to accept or decline students for fieldwork. The fieldwork placement is initiated by the Fieldwork Co-Coordinator at Chowan University with participating LEAs. Request placements will be submitted by Chowan University in the first few weeks of each semester to the participating LEA Fieldwork contact person. Assignments and notification of placement sites should be received no later than two weeks after placement requests have been requested. The Fieldwork Coordinator and school contact person work together to ensure all candidates experience diverse classroom settings. Each semester the university provides a training workshop/seminar for participating fieldwork teachers and candidates. Candidates may not secure their own assignments.

After candidates have met requirements to be admitted into the Teacher Education Program, higher leveled coursework with greater fieldwork requirements are assigned. Clinical practice, generally the last year of study, provides a year-long experience beginning with a semester of peer-teaching and examining learning environments and professional practices along with classroom instruction, generally known as “methods” followed by a final semester of student teaching, the “real world” experience. The Fieldwork Coordinator for Teacher Education at Chowan University will coordinate placement of clinical and student teacher assignments with principals of schools in consultation with Chowan University’s School of Education to ensure candidates experience diverse learning and teaching settings.

It is the candidates’ responsibility to provide their own transportation to the assigned schools to complete fieldwork/clinical assignments. All candidates must adhere to the Code of Ethics for North Carolina Educators (Appendix D) and are to act in a professional manner whenever they are representing Chowan University at a public school or school function. It is also the candidates’ responsibility to keep a record of the observations, complete assignments germane to the class, and have the appropriate documentation form signed by the classroom teacher on each day of the observation (Appendix D). Failure to fulfill the fieldwork/clinical component of a class will result in not receiving credit for the course.
A. Requirements
The School of Education requires extensive fieldwork in a variety of classroom settings. Under a classroom teacher’s supervision, the prospective teacher candidate engages in observation, and in some cases, assists within the classroom. While fulfilling the field component requirements, the candidate is not expected to assume total classroom responsibility or to be left alone in the classroom with students.

B. Specific Instructions Concerning Fieldwork

- The Fieldwork Coordinator will meet with university classes that will have fieldwork experiences the first week of each semester to complete all paperwork required to place students in partner schools and discuss responsibilities and expectations.
- Individual professors with field work requirements will review specific class expectations with students concerning observations/assignments in fieldwork experiences. All candidates must complete the Criminal Background Checks prior to being approved for field experiences (Appendix A).
- Fieldwork assignments will be processed through the office of the Fieldwork Coordinator or a designate. All necessary forms for each participating student must be completed and returned to the fieldwork Coordinator each semester during the first week of classes in order for assignments to be processed.
- Initial contacts with school systems and other fieldwork sites are to be made through the School of Education not by students. Principals, school personnel, and central office staff are to be contacted only by the Dean of the School of Education, the Chair of the Department of Teacher Education and/or the Fieldwork Coordinator. Placements will ensure diverse settings and will be assigned within two weeks after placement requests have been made with LEAs.
- Changes in schedule must be done through the Fieldwork Coordinator.

VI. Admission Policies, Licensure Programs and Requirements
All students should follow the suggested course sequence for their specific education degree. The School of Education identifies three transition points for data collection purposes and to use as gateways as candidates progress through the education program.

Transition One (T1) Admission to the Teacher Education Program (Appendix A)
Transition Two (T2) Admission to Student Teaching (Appendix A)
Transition Three (T3) Completion of the Program – Licensure Application (Appendix A)

A. Transition One (T1) Admission Requirements to the Teacher Education Program
Application and admission into the Teacher Education Program generally occurs at the end of the sophomore year. The following criteria must be met before traditional students can make application and be admitted into the Teacher Education Program at Chowan University.
Students Must:
- Complete a formal Transition One (T1) application packet for the program and submit to the appropriate Program Area Advisor (Appendix A).
- Complete a criminal background form. School districts complete the background check.
- Complete English 101, English 102, Education 201, and Communication 101 or 201 with a grade of C or better as evidence of having effective oral and writing skills.
- A transcript that documents a cumulative grade point average (GPA) of 2.9 on all
University course work completed.

Submit written recommendation forms completed by their major advisor and one from another faculty member of their choice (Appendix A).

Complete and submit an essay entitled, “What Makes an Effective Teacher?” The approved School of Education Writing Rubric will be used as the assessment tool.

Disposition Assessments

- Complete Disposition Self-Assessment
- Submit Disposition Assessment completed by the major advisor.

Effective June 1, 2014, the following tests are required by North Carolina in order to be admitted into a Teacher Education Program:

<table>
<thead>
<tr>
<th>New Test Name and Number</th>
<th>Approved Qualifying Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Core Academic Skills for Educators: Reading (5712)</td>
<td>156</td>
</tr>
<tr>
<td>Core Academic Skills for Educators: Writing (5722)</td>
<td>162</td>
</tr>
<tr>
<td>Core Academic Skills for Educators: Mathematics (5732)</td>
<td>150</td>
</tr>
</tbody>
</table>

Students must achieve a minimum or higher score on each individual skills test.

Individuals with a composite SAT score of 1150 or better in Math and Reading or a composite ACT score of 24 or better in Reading and Math are exempt from Core Academic Skills for Educators testing requirements for the School of Education admission.

Individuals with a total SAT score of less than 1150, but a score of at least 550 on the verbal test are exempt from Praxis I: Core Academic Skills for Educators test in Reading and Writing for admission into the School of Education.

Individuals with a SAT score of less than 1150, but a score of at least 550 on the Math test are exempt from Praxis I: Core Academic Skills for Educators test in Mathematics for School of Education admission.

Individuals with a composite ACT score of 24 are exempt from Praxis I: Core Academic Skills for Educators testing requirements for the School of Education admission.

Individuals with a composite score of less than 24, but with a score of at least 24 on the English test are exempt from the Praxis I: Core Academic Skills for Educators test in Writing for admission into the School of Teacher Education.

Individuals with a composite ACT score of less than 24, but a score of at least 24 on the Math test are exempt from the Praxis I: Core Academic Skills for Educators test in Mathematics for School of Teacher Education admission.

Students may not continue in Professional Studies or 400 level education courses after EDUC 201 until the three Praxis I: Core Academic Skills tests’ requirements are met and they are admitted to the Teacher Education Program.

Information concerning the three Core Academic Skills tests is available on the Department of Teacher Education and at [www.ets.org](http://www.ets.org).
B. Transition Two (T2) Admission to the Student Teaching Program

Admission to student teaching includes submission of a Transition Two (T2) application packet (Appendix A) and satisfying the following requirements:

- GPA of 2.95 or better on all work. All coursework must be completed before student teaching.
- Completion with C or better in all required core coursework, all Professional Studies, and Specialty Content Courses.
- Acceptable Criminal Background Check with Certified Background and the local county where the student plans to student teach if required.

The Dean of the School of Education will inform the candidate of the decision regarding admission to the student teaching program no later than June 1 for the fall semester and no later than December 1 for the spring semester. Candidates not approved to do student teaching may reapply for the following semester.

Directed Student Teaching is for a sixteen-week period. Candidates who cannot meet the standards established by the public schools, the Chowan University School of Education, and the Department of Public Instruction will be required to withdraw from student teaching.
C. Transition Three (T3) Program Completion
Transition Three (T3) requires teacher candidates to complete their student teaching at the proficient level according to the Teacher Candidate Evaluation Rubric for all standards and elements.

Candidates must have an exit Grade Point Average (GPA) of 2.95.

Disposition Assessments
- Complete Disposition Self-Assessment during final weeks of Student Teaching.
- Disposition Assessment completed by University Supervisor with all Dispositions at the proficient level.

Elementary Education majors must have a completed all three parts of the NC MTEL as required by the North Carolina Department of Public Instruction and effective July 1, 2016, all Elementary Education Teachers, K---6, shall be required to pass the following tests:
  - Foundations of Reading Test
  - General Curriculum Test
  - Math Test

All other content area majors must take Pearson Assessments as previously described for their content area as required to apply for North Carolina Licensure.

All Electronic Evidences (EEs) as required by the North Carolina Department of Public Instruction must be completed.

In order to apply for a North Carolina teaching license, candidates must complete all licensure requirements by the North Carolina Department of Public Instruction. See Undergraduate Licensure Checklist (Appendix A).

Beginning in the fall 2017 students in all education areas will complete the edTPA process during their student teaching experience.

D. Placement of Student Teachers
- Chowan University has agreements with eight area school systems to place student teachers in the appropriate grade level and subject area situations. The Dean of the School of Education, Fieldwork Coordinator and/or Program Coordinator for specific content areas and the individual school systems will mutually agree upon specific assignments. Candidates may not make their own arrangements for placement. All schools receiving student teachers must be accredited by AdvancEd..
- All candidates must present evidence of membership in the Student North Carolina Association of Educators (SNCAE) before their placement (Appendix D).
- Cooperating teachers must be recommended by the current principal.
- Student Teachers do not select their own cooperating teachers though they do have a part in the discussion.

VII. Overview of Student Teaching Experience
Student teaching is a sixteen-week experience in the public school setting under the day-to-day supervision of highly trained, licensed teachers who have taught at least three years and who
demonstrate successful classroom instruction. The student teaching experience is designed to adapt the candidate to public school instruction, to further acquaint them with school policies and procedures, to help them better understand the multiple roles of teachers, including interactions with parents, to understand the needs of a diverse student population, and for them to begin the process of long-term planning that involves commitment to constant learning to improve the delivery of instruction.

Directed Student Teaching is designed to continue to move the teacher education candidate into the role of an effective teacher. This course gives the candidate an opportunity to put into practice the theoretical and experiential knowledge learned in coursework prior to the student teaching experience. While student teaching, teacher education candidates are exposed to the same duties, rights, and responsibilities as the classroom teacher. The directed student teaching experience lasts fifteen weeks. Candidates generally assume responsibilities for a limited amount of teaching in the beginning, and gradually increase their time until they are teaching a full day. Planning and teaching the full curriculum for at least ten weeks will be followed by gradually decreasing the teaching load until the end of fifteen weeks.

VIII. Student Teaching Policies
The following polices have been established for the directed student teaching experience at Chowan University:

A. General Policies
- Candidates may not do student teaching in the school they attended or be placed with a cooperating teacher who is a relative, close personal friend, or former teacher.
- The cooperating teacher must have completed three successful years of teaching, have taught at least one year at the assigned site, be currently licensed in the field they are asked to supervise, and must be recommended by the principal.
- The selections of cooperating teachers are made by the participating school and Chowan University School of Education. Student teachers do not select their own cooperating teacher.
- The Cooperating Teacher and the University Supervisor will supervise the candidate during the directed student teaching experience, EDUC 480. A grade for the course will be established by joint collaboration between the Cooperating Teacher and the University Supervisor. An improvement plan is in place to help students who may need extra counseling/mentorship during their student teaching experience.
- The Teacher Candidate Evaluation Rubric is the common tool housed in TaskStream as an electronic evaluation tool and data collector used by the two collaborators. It is electronically aggregated three times during the student teaching experience.
- The University Supervisor will observe and formally evaluate candidates at least three times during the sixteen-week experience to provide assistance and constructive suggestions to the student teacher; other observations may occur (Appendix B).
- Student teacher candidates will complete three self-evaluations during the student teaching experience (Appendix B).
- Cooperating Teachers will complete three evaluations of the Student Teacher (Appendix B). Each of the three observations will be shared in conferences with the Student Teacher, the University Supervisor, and the Cooperating Teacher.
- Beginning in the fall 2017 student teachers will complete the edTPA process. Student teachers will work closely with their supervisors to complete all of the requirements and submissions.
Professional development is held before the student teaching experience begins for all participating parties and joint conferences are held for all evaluations. The professional development held each semester provides handbooks/guidelines from the School of Education for the student teacher, each cooperating teacher, university supervisor, and principal of participating schools. Unit members who do not have student teachers are encouraged to attend these professional development events to keep abreast of changes and updates.

Unit members regularly examine rubrics and are part of conversations to discuss improvements, changes or successes of the rubric during scheduled monthly unit meetings.

Candidates must safeguard their time during the student teaching semester. No other courses may be taken during that time and work part-time or full-time is not allowed without the permission of the Dean of the School of Education. Any such requests must be submitted in writing and approved one week prior to the beginning of student teaching.

B. Absence Policy

1. Emergencies
Candidates may be excused no more than three days during the student teaching experience. Excused absences deemed as emergencies (e.g. illness, death in the immediate family) are of a limited nature, and beyond a student teachers control. More than three missed days must be made up in order to receive credit for the Student Teaching experience. When an emergency arises the Student Teacher should:
   - Telephone the Cooperating Teacher as soon as possible
   - Make sure lesson plans are available
   - Telephone the University Supervisor
   - Telephone the Office of the School of Education (252-398-6377)

2. Excused Absences
Approval for other absences must be secured from the University Supervisor, except illness or emergency where prior notification cannot be given. The Cooperating Teacher must know of the absence in advance and the prior approval form must be completed and signed by appropriate persons two weeks before the excused absence occurs (Appendix E). All excused absences should be discussed with the University Supervisor and completed papers turned in to that office.

C. Substitute Teaching Policy
Chowan University’s School of Education discourages the use of Student Teachers as substitutes. However, certain situations do arise when such use may be deemed appropriate. The following guidelines have been established if the situation occurs:
   - Student Teachers may substitute for their own cooperating classroom teachers only.
   - Substituting may take place for a maximum of three days;
   - The University Supervisor must be notified, in writing, in advance by the Cooperating Teacher of any requests for substituting by the student teacher candidate;
   - The student teacher must be willing to serve as a substitute.
   - Student Teachers must follow LEA guidelines concerning serving as a substitute.

D. Evaluation Policy
Continuous guidance and evaluation of the student teacher is the responsibility of both the Cooperating teacher and the University Supervisor. A written record is to be made for each visit by the University Supervisor with the minimum of three formal evaluations taking place (Appendix
B). All evaluation data by the Cooperating Teacher and the University Supervisor are promptly submitted into TaskStream after formal assessments. Conferences are expected and scheduled with the Cooperating Teacher, student teacher and University Supervisor within a week following a formal evaluation where data can be discussed, strengths can be identified, and suggestions for improvement deliberated.

E. Policy for Notifying Chowan University Regarding Concerns
During the first weeks, Student Teachers will make mistakes and will try things that may not be successful. With guidance from the Cooperating Teachers and the University Supervisor, less successful experiences can become valuable learning tools.
Listed below are samples of concerns and possible corrective actions. Please contact the University Supervisor if first effort at the school level is not successful.

<table>
<thead>
<tr>
<th>Concern</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student Teacher fails to notify the Cooperating Teacher before the school day begins that they will be absent.</td>
<td>Notify the University Supervisor immediately.</td>
</tr>
<tr>
<td>Student Teacher arrives at school late.</td>
<td>Document the date, time, and reason.</td>
</tr>
<tr>
<td></td>
<td>Talk with the Student Teacher and notify the University Supervisor if improvement is not shown.</td>
</tr>
<tr>
<td>Student Teacher fails to submit lesson plans according to schedule and/or approved format (Appendix E).</td>
<td>DO NOT allow student teacher to teach without lesson plans approved in advance. If plans are late, but reviewed, remind Student Teacher of the schedule for submitting plans. If this occurs more than once, contact the University Supervisor.</td>
</tr>
<tr>
<td>Planning is inappropriate or inadequate.</td>
<td>Do not approve plans that are inappropriate. Offer suggestions for improvement. Notify the University Supervisor if no improvement occurs. A conference will be scheduled and plan of action will be put into place.</td>
</tr>
<tr>
<td>Failure to incorporate suggestions or follow directions.</td>
<td>Discuss expectations with Student Teacher. If behavior continues, notify the University Supervisor.</td>
</tr>
<tr>
<td>Inadequate knowledge of content/methodology.</td>
<td>Offer help (books, resource materials, mentoring). Notify University Supervisor</td>
</tr>
<tr>
<td>Classroom Management, lack of discipline.</td>
<td>Give the Student Teacher an opportunity to work their way out of the situation, then discuss at the first opportunity. If safety of pupils is a factor, intervene immediately. Contact University Supervisor.</td>
</tr>
</tbody>
</table>

**F. Procedure for Withdrawal from Student Teaching**

Termination of a placement may be initiated by either the LEA or the School of Education after consultation with the designated contact for each agency. Termination of placement does not automatically mean failure. Student teachers who do not adhere to the policies of the School of Education or their assigned schools/districts may be terminated from Student Teaching.
1. School Request for Withdrawal

If the public school and/or Cooperating Teacher request the removal of a Student Teacher, the following steps will be followed:

- The University Supervisor will meet with the Cooperating Teacher and the Student Teacher to determine if the situation can be resolved without the removal of the Student Teacher.
- The University Supervisor will meet with the Cooperating Teacher and School Principal/designee if the issue cannot be resolved.
- The University Supervisor will meet with the candidate to address any further issues in order to make an informed decision. At this time three actions may take place:
  - The Student Teacher will be withdrawn from the school.
  - The Student Teacher continues at the school.
  - The Student Teacher continues at the school with an improvement plan (Appendix E).
- If the candidate wishes to continue, the Chair of the Department of Teacher Education and the University Supervisor must agree that there is the possibility of successful completion and issues can be remedied.
- If the decision is for the candidate to be reassigned, an improvement plan (Appendix E) will be written that specifies the areas to be worked on and the tasks to be completed. The Student Teacher, the University Supervisor and the Chair of the Department of Teacher Education must all sign the action plan.

Note: A candidate must complete ten consecutive weeks in the same classroom under the supervision of the same Cooperating Teacher in order to receive credit for the student teaching experience.

2. Student Request for Withdrawal

When the Student Teacher requests withdrawal from student teaching or the Student Teaching Placement, the following steps will be followed:

- The University Supervisor will meet with the Cooperating Teacher and the Student Teacher to determine if the situation can be resolved without the removal of the Student Teacher.
- The Student Teacher may formally request withdrawal if the situation cannot be resolved, and the Cooperating Teacher and school principal will be notified.
- The Student Teacher candidate may request a transfer to another location. The Chair of the Department of Teacher Education and the University Supervisor must decide if there is the possibility of successful completion in another school.

ALL DEFICITS WILL BE DOCUMENTED AND APPROPRIATE ACTION TAKEN. OUR FIRST CONCERN IS THE WELLBEING AND EDUCATION OF THE STUDENTS IN THEIR SCHOOLS. EXTENDED ABSENCES CANNOT BE TOLERATED REGARDLESS THE REASON.

IX. Expectations and Responsibilities

A. Student Teacher

1. Expectations

- Student Teaching is a full time commitment.
- All Student Teachers must have an active TaskStream account.
- The local school calendar, including vacation days and work days, must be followed.
- All school meetings, professional development, and faculty meetings must be
Candidates are obligated to conduct themselves in a professional manner in all activities that affect the university and public school to which they have been assigned and to present an acceptable professional appearance.

Student Teachers must be punctual and prepared, arriving before students and remaining long enough afterschool to insure planning and preparation.

Candidates must be assessed as proficient on each North Carolina Professional Teaching Standard and each element in order to be recommended for a teaching license.

Student Teachers must work with the Cooperating Teacher to develop skills in communicating with students, parents, faculty, and other professionals.

Lesson plans are required to be submitted each Monday to the University Supervisor in the School of Education lesson plan format or other approved plan. Lessons should be submitted to the Cooperating Teacher by Friday for the following week, prior to teaching each class or subject. Student Teachers may not teach without approved plans/planning with the Cooperating Teacher. All plans are submitted through TaskStream.

Weekly Reflections should follow guidelines and be submitted into TaskStream each Friday.

Weekly Senior Seminar meetings must be attended.

2. Daily and Weekly Reports
Candidates are expected to be current on all reports while student teaching. Reports required by the School of Education are outlined below.

Daily Lesson Plans (Appendix E)
Each candidate is expected to write a lesson plan for each class to be taught. These plans should be turned in weekly, in approved format, to TaskStream account.

Student Teaching Journal
The purpose of the Student Teaching Journal is to provide the candidate a chance to reflect upon events of the week. The journal may be used to “think out” solutions to events in the classroom, write down questions, and used as an indicator of being a reflective practitioner. Reflections are submitted weekly into TaskStream account each week.

B. University Supervisor
The University Supervisor has successfully taught and holds a current North Carolina Teaching License. The Supervisor is familiar with organizational structures and regulations of North Carolina Public Schools. Chowan University assures the University Supervisor demonstrates knowledge of public school education and is capable of developing working relationships with candidates and public school personnel. The University Supervisor must demonstrate superior knowledge of subject matter and methodology of teaching.

When the University Supervisor visits in the schools, these procedures will be followed:

The candidate will be observed for at least one full class period.
The candidate will receive assessment through TaskStream.
The University Supervisor should confer with the Cooperating Teacher and other appropriate school personnel and hold regularly scheduled conferences with the Cooperating Teacher and Student Teacher.
The University Supervisors are expected to:
- Act as liaisons between the University and the Cooperating Teacher;
- Establish an effective collegial relationship with the Cooperating Teacher;
- Orient the Student Teacher and the Cooperating Teacher in regard to each person’s role;
- Visit the Student Teacher regularly, make observations, monitor progress, and complete evaluation records;
- Share observations with the Student Teacher and Cooperating Teacher following each observation and meet with the principal as needed;
- Enforce regulations and policies pertaining to student teachers;
- Collaborate with the Cooperating Teacher to evaluate and assign a final course grade based on student work during the semester.

C. The Cooperating Teacher
The Cooperating Teacher fills a significant role in the preparation of new teachers and models characteristics of an effective teacher. They have practiced successful teaching for at least three years and are recommended by the principal of the school. Superior knowledge of content, pedagogy, and creative use of technology are expected.

Responsibilities of the Cooperating Teacher are to:
- Help orient the Student Teacher to the pupils, the school, school policies, and other personnel;
- Acquaint the Student Teacher with materials, texts, library resources, technology, and assessments in planning for instruction and discipline;
- Assist the Student Teacher in planning and stress the importance of planning based on assessment of student needs and serve as a planning role model;
- Evaluate the candidate’s performance and share evaluations;
- Submit assessment data into TaskStream in a prompt, consistent manner;
- Confer and work with the University Supervisor and keep discussions honest when discussing student teacher strengths and areas of concern;
- Serve as a mentor in establishing effective teaching practices;
- Share ideas and suggestions regarding Chowan University’s School of Education with the University Supervisor;
- Provide opportunities for the Student Teacher to observe and work with students having exceptionalities or diverse learning styles.

D. The School Principal
The principal contributes to the success of the student teaching program by:
- Recommending Cooperating Teachers;
- Assisting in the orientation of the Student Teacher and aiding the candidate’s short-term integration into the faculty and school-wide community;
- Supplying textbooks and other resources needed;
- Observing the student teacher working with pupils;
- Reviewing the student teaching program;
- Allowing for a variety of experiences in working with diverse learners and their families;
- Attending university professional development.
X. Licensure

Recommendation for Licensure
Upon successful completion of student teaching, the North Carolina requirements for each content area, and all other University requirements, the candidate must submit a completed application for licensure to the School of Education, Transition Three (T3) (Appendix A).
Appendix A
School of Education

Transition One (T1)
Admission to the Teacher Education Program

Candidate’s Name: ________________________________________________

Before a candidate’s name is presented for admission into the Teacher Education Program, Program Coordinators must collect the following items:

____ Application for Admission into the Teacher Education Program
____ Recommendation for Admission to Teacher Education by Faculty Member
   (Any full-time Faculty Member)
____ Recommendation for Admission to Teacher Education by Advisor
   (Student’s Advisor)
____ Official transcript on all work completed to date
   - GPA 2.95 or better
____ PRAXIS I: Core Academic Skills for Educators
documentation
   (Students must achieve a minimum or higher score on each individual skills test:
   Reading – 156; Writing – 162; Mathematics – 150)
____ Criminal Background Check
____ Documentation of C or better in the following coursework:
   English 101, English 102, Communication 101 or 102 and Education 201
____ Education Dispositions Assessment Form by Candidate
____ Education Dispositions Assessment Form by Advisor
____ Candidate’s essay entitled, “What Makes An Effective Teacher?”
____ Signed Criminal Background Release Authorization

Check each item to indicate packet is complete. Sign, date, and submit the Data Collection Checklist for Transition One (T1) and all collected documentation to the Chair of the Department of Teacher Education.

_________________________________________ Date________________________
(Signature, Program Coordinator)

_________________________________________ Date________________________
(Signature, Dean, School of Education)

Revised 06/01/15
APPLICATION FOR ADMISSION TO THE TEACHER EDUCATION PROGRAM

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<tr>
<th>NAME</th>
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<th>RACE:</th>
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<th>CELLPHONE:</th>
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<th>PERMANENT ADDRESS:</th>
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<th>PROPOSED MAJOR:</th>
<th>TEACHER LICENSURE AREA:</th>
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<th>GPA TO DATE:</th>
<th>YEAR: So □ Jr □ Sr □</th>
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<td>MATH</td>
<td>WRITING</td>
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<td>ACT</td>
<td>ENGLISH</td>
<td>MATH</td>
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<tr>
<th>Teacher Cadet I</th>
<th>Teacher Cadet II</th>
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| UNIT ADMISSIONS COMMITTEE ACTION: | Approved for Admission | Not Approved for Admission |

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<th>SIGNED:</th>
<th>DATE:</th>
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<tr>
<td>Dean, School of Education</td>
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</table>
School of Education

RECOMMENDATION FOR ADMISSION TO THE TEACHER EDUCATION PROGRAM

STUDENT: ___________________________ DATE ___________

FACULTY MEMBER: __________

________________________________________________________________________

INSTRUCTIONS:
Based upon your knowledge of the School of Education to prepare effective teachers, along with your knowledge of the above named student's course work, strengths and weaknesses, please complete this CONFIDENTIAL RECOMMENDATION FORM and return it to the Program Area Coordinator.

______ Recommend for Admission

______ Do Not Recommend

STRENGTHS OF APPLICANT: __________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

WEAKNESSES OR CONCERNS: __________________________
________________________________________________________________________
________________________________________________________________________

OTHER COMMENTS:
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

SIGNATURE OF FACULTY MEMBER ____________________________________________

TITLE ______________________ DATE ___________

Revised 08/01/11
RECOMMENDATION FOR ADMISSION TO THE TEACHER EDUCATION PROGRAM

STUDENT: ____________________________ DATE __________________

ADVISOR: ____________________________

INSTRUCTIONS:
Based upon your knowledge of the School of Education to prepare effective teachers, along with your knowledge of the above named student's course work, strengths and weaknesses, please complete this CONFIDENTIAL RECOMMENDATION FORM and return it to the Program Area Coordinator.

______ Recommend for Admission

______ Do Not Recommend

STRENGTHS OF APPLICANT: ______________________________________________________

______________________________________________________________________________

______________________________________________________________________________

______________________________________________________________________________

WEAKNESSES OR CONCERNS: _____________________________________________________

______________________________________________________________________________

______________________________________________________________________________

______________________________________________________________________________

OTHER COMMENTS: ______________________________________________________________

______________________________________________________________________________

______________________________________________________________________________

SIGNATURE OF ADVISOR __________________________________________________________

TITLE __________________ DATE ______________________

Revised 08/01/11
Criminal Background Questionnaire

1. Have you ever been warned, reprimanded, placed on probation, suspended, expelled, or requested to resign from any high school, community college, college, or university or otherwise been subjected to discipline by any such institution or requested or advised by any such institution to discontinue your studies there?
   □ YES  □ NO
   If yes, please attach a statement giving the name and the complete address of any such institution and describe the circumstances and dates of such occurrence(s).

2. Have you ever had a license or certificate denied, suspended, or revoked by a state or other governing body?
   □ YES  □ NO
   If yes, please attach a statement giving the name and complete address of the issuing or revoking authority, the reason for the denial, revocation or suspension and the date(s). In addition, please provide a copy of the official documentation of the action taken.

3. Have you ever been discharged or dismissed from employment or been requested to resign from employment?
   □ YES  □ NO
   If yes, please attach a statement giving the name and complete address of the employer, the name and telephone number of your supervisor, the date(s), and the reason for such action.

4. Have you ever been convicted of a felony?
   □ YES  □ NO
   If yes, please attach a statement giving a full explanation of the details, circumstances, nature of the crime, sentencing, date(s), and a certified copy of the court proceedings.

5. Have you ever entered a plea of guilty, a plea of no contest, a plea of nolo contendere or an Alford plea to a criminal charge or otherwise accepted responsibility for the commission of a crime?
   □ YES  □ NO
   If yes, please attach a statement giving a full explanation of the details, circumstances, nature of the crime, sentencing, date(s), and a certified copy of the court proceedings.

6. Are you listed on the Sex Offender and Public Protection Registration Program, the State Sexually Violent Predator Registration, or the national Sex Offender Registry?
   □ YES  □ NO

NOTE: Any background information related to a “YES” response above must be attached to the application to the School of Education at the time is submitted for review. Not every conviction, disciplinary action, or plea will disqualify you from placement in a field experience or internship or from becoming a teacher licensed in North Carolina. The School of Education will review each case and determine eligibility. In addition, the school district in which you may be assigned may conduct a criminal background check as a prerequisite to allowing placement.

I certify that the information provided in this application is correct and true. I understand that the falsification of any statement or document in this application will result in my being denied admission to the School of Education at Chowan University or dismissal from the program if such falsification is discovered after being admitted.

Printed Name ________________________________________________________

Student ID Number __________________________________________________

Signature _____________________________________________________________

Date _________________________________________________________________

Revised 08/01/11
Notification and Authorization to Release Criminal Background Check
Information for Fieldwork and Student Teaching Purposes

Notification

Working in the public school and with children requires me to consent to a criminal background check as a condition of employment. This check includes all areas examined by the Certified Background Check process including but not limited to the following: Criminal history reference searches for felony and misdemeanor convictions at the county, state and federal levels of every jurisdiction where I currently reside or where I have resided during the past 7 years; and sex offender registry searches at the county, state and federal levels in every jurisdiction where I currently reside or where I have resided.

I hereby grant Chowan University and the School of Education permission to release the findings of my background check to school division human resource offices for the purposes of determining my suitability for Fieldwork and Student Teaching Placements.

Authorization

I hereby authorize Chowan University to conduct the criminal background check described above. In connection with this, I also authorize the use of law enforcement agencies and/or private background check organizations to assist Chowan University in collecting this information. Certified Background has been secured as a third party vendor (consumer reporting agency) to assist Chowan University in collecting and verifying information.

I also am aware that records of arrests on pending charges and/or convictions are not an absolute bar to participating in Educational Fieldwork and Student Teaching. Such information will be used to determine whether the results of the background check reasonably bear on my trustworthiness or my ability to perform the duties of my position in a manner which is safe for Chowan University, public school students, employees, and other University community members.
Position(s) Applied for: ____________________________________________________________

Major: ____________________________________________________________

Please print (for identification purposes):

Full Legal Name: __________________________________________________________

First                        Middle                        Last

Other Names You Have Used in Past Seven Years: ____________________________________

Current Address: ______________________________________________________________

Previous Address (most recent): ________________________________________________

Addresses in the 7 years prior to completing this authorization: ____________________

Phone Number: ___________________  Alternate Phone Number: ____________________

Date of Birth: ___________________  Gender: Female_____________Male_________

Month/Day/Year

Social Security Number: ___________________

Driver’s License #____________________  State of Driver’s License_______

Have you ever been convicted of a criminal *offense or have any pending criminal* charges against you?

*This refers only to felonies and misdemeanors; you do not need to include non-criminal traffic violations or municipal ordinance violations.

Yes_________  No_________

Violations and Dates: __________________________________________________________

____________________________________________________________________________

To the best of my knowledge, the information provided in this Notice and Authorization and any attachments thereto is true and complete.

___________________________________________  ____________________________

Signature                        Date
Dispositions
Self-Assessment or Faculty Assessment

Candidate __________________________ Date __________________________

First and Last Name

Part of professional growth is demonstrating attributes and behavior that are characteristic of effective teachers. I understand while at Chowan University I will grow in dispositions that will assure the qualities distinctive of the ideal teacher and the expectations of the Department of Teacher Education.

* Admission to Teacher Education – by Advisor and by Candidate
* Completion of Student Teaching – by University Supervisor

CANDIDATE EVALUATION SCALE: Unacceptable (1) Developing (2) Proficient (3) Advanced (4)

<table>
<thead>
<tr>
<th>Candidate Values Professionalism</th>
<th>Standard One</th>
<th>1</th>
<th>2</th>
<th>3</th>
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<tr>
<td>Maintains a professional appearance</td>
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<td>Demonstrates high ethical standards</td>
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<td>Completes work before deadlines</td>
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<td>Completes work of exceptional quality with evidence of personal reflection, revision, initiative, and creativity</td>
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<tr>
<td>Always makes prior arrangements with instructor/supervisor when absence is necessary</td>
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<tr>
<td>Makes arrangements to make up assignments prior to absences and completes missed work</td>
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<tr>
<td>Follows rules and policies and encourages others to respect them</td>
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<td>Shows exemplary patterns of behavior with respect to rules and policies</td>
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<td>Shares concern about rules with appropriate parties, facilitates dialogue for making changes and is proactive in offering solutions</td>
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<td>Maintains control of emotions regardless of circumstances</td>
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<td>Accepts complete responsibility for actions, employing effective conflict resolution strategies</td>
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<td>Encourages the use of ideas from all to ensure success for the group</td>
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<td>Actively promotes group goals through collaborative efforts</td>
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<tr>
<td>Takes a leadership position and promotes completion of tasks by group members</td>
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<tr>
<th>Candidate Displays Ethical Behavior</th>
<th>Standard Two</th>
<th>1</th>
<th>2</th>
<th>3</th>
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<tbody>
<tr>
<td>Has impeccable reputation for always being truthful and honest in working with others</td>
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<td>Described as a model of integrity</td>
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<td>Maintains confidentiality</td>
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<td>Demonstrates and advocated for the equitable treatment of others</td>
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<th>Candidate Shows Leadership</th>
<th>Standard Three</th>
<th>1</th>
<th>2</th>
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<tr>
<td>Demonstrates effective decision-making and problem-solving skills</td>
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<td>Collaborates and works with peers in a professional manner</td>
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<td>Maintains and continuously revisits a personal plan for professional growth</td>
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<tr>
<td>Is highly engaged in professional development; for example, provides leadership and/or is an advocate for individual students or the teaching profession</td>
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</table>
Has enacted a plan for professional growth

<table>
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<tr>
<th>Candidate Values Diversity</th>
<th>Standard Four</th>
<th>1</th>
<th>2</th>
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<th>4</th>
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<tbody>
<tr>
<td>Actively seeks opportunities to work and interact with those of different backgrounds</td>
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<tr>
<td>Shows unbiased, fair, and non-prejudicial treatment of all people</td>
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<td>Confronts use of negative stereotypes and language in interactions with others and promotes pro-social behavior</td>
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<td>Encourages the use of ideas from all to ensure success for the group</td>
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<tr>
<td>Serves as an advocate for the benefits of diversity based on own growth</td>
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<tr>
<th>Candidate Knows the Content They Teach</th>
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<td>Demonstrates current knowledge of the subject area content</td>
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<tr>
<td>Intently focuses on subject matter</td>
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<tr>
<td>Understands/Demonstrates that effective literacy instruction must be integrated across subject area content</td>
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<tr>
<td>Integrates 21st Century skills and content through classroom instruction and assessment</td>
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<tr>
<th>Candidate Knows the Content They Teach</th>
<th>Standard Six</th>
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<th>2</th>
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<td>Demonstrates current knowledge of the subject area content</td>
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<th>Candidate Facilitate Learning for their Students</th>
<th>Standard Seven</th>
<th>1</th>
<th>2</th>
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<tbody>
<tr>
<td>Understand teacher expectations impact student learning</td>
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<td>Believes all students can learn</td>
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<td>Identifies developmental levels of individual students and plans instruction accordingly, differentiates instruction</td>
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<tr>
<td>Intently focuses on subject matter</td>
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<td>Actively participates which enhances the learning experience for others</td>
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<td>Consistently shows initiative in class or field experiences</td>
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<tr>
<td>Embraces challenging work</td>
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<td>Displays a positive attitude toward involvement that is engaging to other participants</td>
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<td>Encourages the use of ideas from all to ensure the success of the group</td>
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<td>Actively promotes group goals through collaborative efforts</td>
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<tr>
<td>Takes a leadership position and promotes completion of tasks by group members</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Candidate Reflects on Their Practice</th>
<th>Standard Eight</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adjusts behavior and responds to professional feedback</td>
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<tr>
<td>Practices self-reflection and self-critique</td>
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<tr>
<td>Articulates multiple perspectives independently</td>
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</tbody>
</table>

____________________________________  ______________________________________
(Signature)                               (Role and Date)
____________________________________  ______________________________________
(Signature)                               (Role and Date)
School of Education


Transition Two (T2)
Admission to Student Teaching

Before a candidate’s name is presented for admission to Student Teaching, Program Coordinators must collect and submit the following items to the Dean of the School of Education:

_____ Application for Admission to Student Teaching

_____ Official transcript on all work completed to date
     (GPA 2.95 or better)

_____ Criminal Background Questionnaire

_____ Documentation of C or better in all Professional Studies and Specialty/Content Courses

_____ I understand that I must successfully complete the edTPA process in order to complete Student Teaching.

Check each item to indicate packet is complete. Sign, date, and submit the Data Collection Checklist for Transition 2 and all collected documentation to the Dean of the School of Education.

__________________________________________
(Signature, Program Coordinator)                    Date________________________

__________________________________________
(Signature, Dean, School of Education)             Date________________________
APPLICATION FOR ADMISSION TO STUDENT TEACHING

Name __________________________________________ Date ____________________

Last First Middle Maiden

Gender _______ Race _______ Cell Telephone (___) ____________

Permanent Address __________________________________________

______________________________ Telephone (___) ____________

Zip Code Area Code

Chowan University E-mail Address

Teacher Licensure Area ____________________________________________

Date of Admission to Teacher Education Program ________________________

Semester and year of Student Teaching ________ Semester: 20__________

Placement: __________________________________________

(School Name and System)

Grade Level Preference: __________________________________________

I expect to complete all the work for the degree/license by the end of the

_________________________ Semester, 20__________

Revised 08/01/13
In order to be recommended for licensure, the School of Education must submit the following information to the Licensure Section of the North Carolina Department of Public Instruction:

1. Form A - Application for a North Carolina License
2. LEA/IHE Certification of Teaching Capacity
3. Form V - Verification by Institution: Completion of Approved Education Program
4. Elementary Education Majors
   - Foundations of Reading
   - General Curriculum
   - Mathematics

   All Other Content Area Majors – Praxis II
5. Official Transcript
6. Check for $70.00 Made Payable to North Carolina Department of Public Instruction (NC DPI)

______________________  Date Mailed to NC DPI

Revised 07/31/2018
Appendix B
North Carolina Educator Evaluation System

Teacher Candidate Evaluation Rubric
Teacher Candidate Evaluation Rubric

The following rubric was developed to align with and reflect the *North Carolina Professional Teaching Standards* approved by the North Carolina State Board of Education on June 7, 2007. The rubric also parallels the North Carolina *Inservice Teacher Evaluation Rubric* that is used to assess the professional performance of inservice teachers throughout the state. However, the *Teacher Candidate Evaluation Rubric* has been adapted to reflect the specific contexts and opportunities available to teacher candidates throughout their programs, and to allow distinctions to be made across each of four levels of performance on the *North Carolina Professional Teaching Standards*.

Preservice teacher (candidate) performance should be rated on each element within each Standard as characteristic of a practitioner at one of four levels: *Emergent Candidate, Developing Candidate, Proficient Candidate or Accomplished Candidate*. These levels are cumulative across the rows of the rubric in that a “Proficient Candidate” teacher must exhibit the characteristics encompassed under the “Emergent Candidate” and “Developing Candidate” levels in addition to those described at the “Proficient Candidate” level. To be recommended for licensure, a candidate must demonstrate professional performance at no less than the *Proficient Candidate* level on each element and on each standard.
### Standard 1: Teachers demonstrate leadership

**1a. Teachers lead in their classrooms.** Teachers demonstrate leadership by taking responsibility for the progress of all students to ensure that they graduate from high school, are globally competitive for work and postsecondary education, and are prepared for life in the 21st century. Teachers communicate this vision to their students. Using a variety of data sources, they organize, plan, and set goals that meet the needs of the individual student and the class. Teachers use various types of assessment data during the school year to evaluate student progress and to make adjustments to the teaching and learning process. They establish a safe, orderly environment, and create a culture that empowers students to collaborate and become lifelong learners.

<table>
<thead>
<tr>
<th>Observation</th>
<th>Emergent Candidate</th>
<th>Developing Candidate</th>
<th>Proficient Candidate</th>
<th>Accomplished Candidate</th>
<th>Not Demonstrated</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Artifacts</strong></td>
<td>Acknowledges the importance of high school graduation for students.</td>
<td>Demonstrates how teachers contribute to students’ progress toward high school graduation by following the North Carolina Standard Course of Study.</td>
<td>Evaluates the progress of students toward high school graduation using a variety of assessment data measuring goals of the North Carolina Standard Course of Study.</td>
<td>Takes responsibility for student progress toward high school graduation by aligning instruction and assessment with the North Carolina Standard Course of Study.</td>
<td>Maintains or supports a classroom culture that empowers students to collaborate and become lifelong learners.</td>
</tr>
<tr>
<td>AND</td>
<td>Identifies the types of data that are commonly available to and used in schools.</td>
<td>Uses data to identify the skills and abilities of students.</td>
<td>Draws on appropriate data to develop classroom and instructional plans.</td>
<td>Maintains a safe and orderly classroom that facilitates student learning.</td>
<td></td>
</tr>
<tr>
<td>AND</td>
<td>Understands positive management of student behavior, including strategies of conflict resolution and anger management, effective communication for defusing and deescalating disruptive or dangerous behavior, and safe and appropriate use of seclusion and restraint.</td>
<td>Describes the characteristics and importance of a safe and orderly classroom environment.</td>
<td>Uses positive management of student behavior, including strategies of conflict resolution and anger management, effective communication for defusing and deescalating disruptive or dangerous behavior, and safe and appropriate seclusion and restraint.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### 1b. Teachers demonstrate leadership in the school.

Teachers work collaboratively with school personnel to create a professional learning community. They analyze and use local, state, and national data to develop goals and strategies in the school improvement plan that enhances student learning and teacher working conditions. Teachers provide input in determining the school budget and in the selection of professional development, that meets the needs of students and their own professional growth. They participate in the hiring process and collaborate with their colleagues to mentor and support teachers to improve the effectiveness of their departments or grade levels.

<table>
<thead>
<tr>
<th>Observation Artifact</th>
<th>Emergent Candidate</th>
<th>Developing Candidate</th>
<th>Proficient Candidate</th>
<th>Accomplished Candidate</th>
<th>Not Demonstrated (Comment Required)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Recognizes...</td>
<td>Attends...</td>
<td>Engages...</td>
<td>Participates...</td>
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<td></td>
<td>opportunities...</td>
<td>professional...</td>
<td>collaborative...</td>
<td>professional...</td>
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<td></td>
<td>for involvement...</td>
<td>learning...</td>
<td>activities...</td>
<td>learning...</td>
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<tr>
<td></td>
<td>in professional</td>
<td>activities.</td>
<td>activities.</td>
<td>community (PLC)</td>
<td></td>
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<tr>
<td></td>
<td>learning activities.</td>
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<td>activities.</td>
<td>activities.</td>
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<td></td>
<td></td>
<td></td>
<td>Identifies...</td>
<td>Works with others...</td>
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<td></td>
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<td></td>
<td>critical elements...</td>
<td>in developing...</td>
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<td>of a school</td>
<td>and/or implementing...</td>
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<td></td>
<td>improvement plan.</td>
<td>school improvement...</td>
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<td>Displays...</td>
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<td>the ability to use</td>
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<td>appropriate data...</td>
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<td>to identify areas</td>
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<td>of need that should</td>
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<td>be addressed in a</td>
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<td>school improvement</td>
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<td></td>
<td>plan.</td>
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</table>

### 1c. Teachers lead the teaching profession.

Teachers strive to improve the teaching profession. They contribute to the establishment of positive working relationships in the school. They actively participate in and advocate for the decision-making structures in education and government that take advantage of the expertise of teachers. Teachers promote professional growth for all educators and collaborate with their colleagues to improve the profession.

<table>
<thead>
<tr>
<th>Observation Artifact</th>
<th>Emergent Candidate</th>
<th>Developing Candidate</th>
<th>Proficient Candidate</th>
<th>Accomplished Candidate</th>
<th>Not Demonstrated (Comment Required)</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Recognizes...</td>
<td>Recognizes...</td>
<td>Participates...</td>
<td>Seeks additional...</td>
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<td></td>
<td>responsibility...</td>
<td>the need...</td>
<td>professional...</td>
<td>opportunities...</td>
<td></td>
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<tr>
<td></td>
<td>for teachers...</td>
<td>and identifies...</td>
<td>development...</td>
<td>professional...</td>
<td></td>
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<tr>
<td></td>
<td>professional...</td>
<td>opportunities...</td>
<td>growth activities.</td>
<td>development and growth.</td>
<td></td>
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<td></td>
<td>improvement and...</td>
<td></td>
<td>Begins to develop...</td>
<td>and growth.</td>
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<td></td>
<td>support.</td>
<td></td>
<td>professional...</td>
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<td>relationships and networks.</td>
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</table>

### 1d. Teachers advocate for schools and students.

Teachers advocate for positive change in policies and practices affecting student learning. They participate in the implementation of initiatives to improve the education of students.

<table>
<thead>
<tr>
<th>Observation Artifact</th>
<th>Emergent Candidate</th>
<th>Developing Candidate</th>
<th>Proficient Candidate</th>
<th>Accomplished Candidate</th>
<th>Not Demonstrated (Comment Required)</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Demonstrates...</td>
<td>Identifies...</td>
<td>Implements...</td>
<td>Works with others...</td>
<td></td>
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<tr>
<td></td>
<td>awareness...</td>
<td>the policies...</td>
<td>and adheres to...</td>
<td>to develop and/or...</td>
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<td></td>
<td>of school...</td>
<td>and practices...</td>
<td>policies and...</td>
<td>revise policies and...</td>
<td></td>
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<td></td>
<td>practices...</td>
<td>affecting...</td>
<td>affecting...</td>
<td>practices to...</td>
<td></td>
</tr>
<tr>
<td></td>
<td>affecting...</td>
<td>students’...</td>
<td>students’...</td>
<td>improve students’...</td>
<td></td>
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<td></td>
<td>students’...</td>
<td>learning.</td>
<td>learning.</td>
<td>learning.</td>
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Approved by NC State Board of Education
September 11, 2008
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<tr>
<th>Observation Artifact</th>
<th>Emergent Candidate</th>
<th>Developing Candidate</th>
<th>Proficient Candidate</th>
<th>Accomplished Candidate</th>
<th>Not Demonstrated (Comment Required)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1e. Teachers demonstrate high ethical standards.</strong> Teachers demonstrate ethical principles including honesty, integrity, fair treatment, and respect for others. Teachers uphold the <em>Code of Ethics for North Carolina Educators</em> (effective June 1, 1997) and the <em>Standards for Professional Conduct</em> adopted April 1, 1998 (<a href="http://www.ncptsc.org">www.ncptsc.org</a>).</td>
<td>Recognizes the need for ethical professional behavior. AND Articulates the importance of ethical behavior as outlined in the <em>Code of Ethics for North Carolina Educators</em> and the <em>Standards for Professional Conduct</em>.</td>
<td>Upholds the <em>Code of Ethics for North Carolina Educators</em> and the <em>Standards for Professional Conduct</em>.</td>
<td>Models the tenets of the <em>Code of Ethics for North Carolina Educators</em> and the <em>Standards for Professional Conduct</em>, and encourages others to do the same.</td>
<td></td>
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</tr>
</tbody>
</table>

Approved by NC State Board of Education
September 11, 2008
### Standard 2: Teachers establish a respectful environment for a diverse population of students

#### 2a. Teachers provide an environment in which each child has a positive, nurturing relationship with caring adults. Teachers provide an environment for student learning that is inviting, respectful, supportive, inclusive, and flexible.

<table>
<thead>
<tr>
<th>Observation Artifact</th>
<th>Emergent Candidate</th>
<th>Developing Candidate</th>
<th>Proficient Candidate</th>
<th>Accomplished Candidate</th>
<th>Not Demonstrated (Comment Required)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Articulates the importance of appropriate and caring learning environments for children. AND Recognizes and can explain aspects of a respectful and effective learning environment.</td>
<td></td>
<td>Maintains a positive and nurturing learning environment. AND</td>
<td></td>
<td></td>
<td>Enhances an inviting, respectful, inclusive, flexible, and supportive learning environment.</td>
</tr>
</tbody>
</table>

#### 2b. Teachers embrace diversity in the school community and in the world. Teachers demonstrate their knowledge of the history of diverse cultures and their role in shaping global issues. They actively select materials and develop lessons that counteract stereotypes and incorporate histories and contributions of all cultures.

Teachers recognize the influence of race, ethnicity, gender, religion, and other aspects of culture on a student’s development and personality. Teachers strive to understand how a student’s culture and background may influence his or her school performance. Teachers consider and incorporate different points of view in their instruction.

<table>
<thead>
<tr>
<th>Observation Artifact</th>
<th>Emergent Candidate</th>
<th>Developing Candidate</th>
<th>Proficient Candidate</th>
<th>Accomplished Candidate</th>
<th>Not Demonstrated (Comment Required)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Acknowledges that diverse cultures impact the world. Identifies the range and aspects of diversity of students in the classroom. AND Displays knowledge of diverse cultures, their histories, and their roles in shaping global issues. Acknowledges the influence of all aspects of diversity on students’ development and attitudes.</td>
<td></td>
<td>Appropriately uses materials or lessons that counteract stereotypes and acknowledges the contributions of all cultures. Incorporates different points of view in instruction. Understands the influence of diversity and plans instruction accordingly. AND</td>
<td></td>
<td></td>
<td>Consistently integrates culturally relevant and/or sensitive materials and ideas throughout the curriculum. Builds on diversity as an asset in the classroom.</td>
</tr>
</tbody>
</table>

Approved by NC State Board of Education
September 11, 2008
### Standard 3: Teachers know the content they teach

**3a. Teachers align their instruction with the North Carolina Standard Course of Study.** In order to enhance the North Carolina Standard Course of Study, teachers investigate the content standards developed by professional organizations in their specialty area. They develop and apply strategies to make the curriculum rigorous and relevant for all students and provide a balanced curriculum that enhances literacy skills. Elementary teachers have explicit and thorough preparation in literacy instruction. Middle and high school teachers incorporate literacy instruction within the content area or discipline.

<table>
<thead>
<tr>
<th>Observation Artifact</th>
<th>Emergent Candidate</th>
<th>Developing Candidate</th>
<th>Proficient Candidate</th>
<th>Accomplished Candidate</th>
<th>Not Demonstrated (Comment Required)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Demonstrates awareness of the North Carolina Standard Course of Study. Understands the importance of literacy instruction across all subjects, grades and ages. AND Demonstrates knowledge of the North Carolina Standard Course of Study by referencing it in the preparation of lesson plans. Integrates literacy instruction in individual lessons and in particular subject areas. AND Develops and applies lessons based on the North Carolina Standard Course of Study. Integrates effective literacy instruction throughout the curriculum and across content areas to enhance students’ learning. AND Develops and applies strategies reflecting the North Carolina Standard Course of Study and standards developed by professional organizations to make the curriculum balanced, rigorous, and relevant. Evaluates and reflects upon the effectiveness of literacy instruction within and across content areas.</td>
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</tbody>
</table>

**3b. Teachers know the content appropriate to their teaching specialty.** Teachers bring a richness and depth of understanding to their classrooms by knowing their subjects beyond the content they are expected to teach and by directing students’ natural curiosity into an interest in learning. Elementary teachers have broad knowledge across disciplines. Middle school and high school teachers have depth in one or more specific content areas or disciplines.

<table>
<thead>
<tr>
<th>Observation Artifact</th>
<th>Emergent Candidate</th>
<th>Developing Candidate</th>
<th>Proficient Candidate</th>
<th>Accomplished Candidate</th>
<th>Not Demonstrated (Comment Required)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Successfully completes general education coursework across the required range of disciplines. AND Demonstrates a basic level of content knowledge in the teaching specialty. AND Demonstrates an appropriate level of content knowledge in the teaching specialty. Encourages students to investigate the content area to expand their knowledge and satisfy their natural curiosity. AND Demonstrates extensive knowledge of content in the teaching specialty. Prompts students’ curiosity for learning beyond the required coursework.</td>
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</tbody>
</table>

Approved by NC State Board of Education
September 11, 2008
**3c. Teachers recognize the interconnectedness of content areas/disciplines.** Teachers know the links and vertical alignment of the grade or subject they teach and the *North Carolina Standard Course of Study*. Teachers understand how the content they teach relates to other disciplines in order to deepen understanding and connect learning for students. Teachers promote global awareness and its relevance to subjects they teach.

<table>
<thead>
<tr>
<th>Observation Artifact</th>
<th>Emergent Candidate</th>
<th>Developing Candidate</th>
<th>Proficient Candidate</th>
<th>Accomplished Candidate</th>
<th>Not Demonstrated (Comment Required)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Recognizes the importance of interdisciplinary learning.</td>
<td>Articulates the links between grade/subject and the <em>North Carolina Standard Course of Study</em>.</td>
<td>Demonstrates knowledge of links between grade/subject and the <em>North Carolina Standard Course of Study</em> by relating content to other disciplines.</td>
<td>Integrates the links and the vertical alignment of the grade or subject area and the <em>North Carolina Standard Course of Study</em>. Effectively and broadly relates content to other disciplines.</td>
<td>Integrates global awareness activities throughout lesson plans and classroom instructional practices.</td>
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<tr>
<td></td>
<td>Understands the importance of global awareness for students.</td>
<td>Displays global awareness.</td>
<td>Relates global awareness to the subject.</td>
<td>AND</td>
<td>AND</td>
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</table>

**3d. Teachers make instruction relevant to students.** Teachers incorporate 21st century life skills into their teaching deliberately, strategically, and broadly. These skills include leadership, ethics, accountability, adaptability, personal productivity, personal responsibility, people skills, self-direction, and social responsibility. Teachers help their students understand the relationship between the *North Carolina Standard Course of Study* and 21st century content, which includes global awareness; financial, economic, business and entrepreneurial literacy; civic literacy; and health awareness.

<table>
<thead>
<tr>
<th>Observation Artifact</th>
<th>Emergent Candidate</th>
<th>Developing Candidate</th>
<th>Proficient Candidate</th>
<th>Accomplished Candidate</th>
<th>Not Demonstrated (Comment Required)</th>
</tr>
</thead>
</table>

Approved by NC State Board of Education  
September 11, 2008
# Standard 4: Teachers facilitate learning for their students

## 4a. Teachers know the ways in which learning takes place, and they know the appropriate levels of intellectual, physical, social, and emotional development of their students.

Teachers know how students think and learn. Teachers understand the influences that affect individual student learning (development, culture, language proficiency, etc.) and differentiate their instruction accordingly. Teachers keep abreast of evolving research about student learning. They adapt resources to address the strengths and weaknesses of their students.

<table>
<thead>
<tr>
<th>Observation Artifact</th>
<th>Emergent Candidate</th>
<th>Developing Candidate</th>
<th>Proficient Candidate</th>
<th>Accomplished Candidate</th>
<th>Not Demonstrated (Comment Required)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Understands the developmental levels of students. AND Demonstrates awareness of the influence of developmental levels on students’ learning. AND Demonstrates an understanding of methods for differentiating instruction to accommodate developmental differences in students.</td>
<td></td>
<td>Identifies developmental levels of individual students and plans instruction accordingly. AND Assesses and uses resources needed to address strengths and weaknesses of students. AND Appropriately differentiates instruction.</td>
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</tbody>
</table>

## 4b. Teachers plan instruction appropriate for their students.

Teachers collaborate with their colleagues and use a variety of data sources for short and long range planning based on the North Carolina Standard Course of Study. These plans reflect an understanding of how students learn. Teachers engage students in the learning process. They understand that instructional plans must be consistently monitored and modified to enhance learning. Teachers make the curriculum responsive to cultural differences and individual learning needs.

<table>
<thead>
<tr>
<th>Observation Artifact</th>
<th>Emergent Candidate</th>
<th>Developing Candidate</th>
<th>Proficient Candidate</th>
<th>Accomplished Candidate</th>
<th>Not Demonstrated (Comment Required)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recognizes data sources important to planning instruction. AND Uses a variety of data for short- and long-range planning of instruction. AND Monitors and modifies instructional plans to enhance student learning.</td>
<td></td>
<td>Collaborates with colleagues to monitor student performance and make instruction responsive to cultural differences and individual learning needs. AND Works collaboratively with other school staff to develop or maintain a culturally and developmentally supportive school environment.</td>
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</tbody>
</table>

## 4c. Teachers use a variety of instructional methods.

Teachers choose the methods and techniques that are most effective in meeting the needs of their students as they strive to eliminate achievement gaps. Teachers employ a wide range of techniques including information and communication technology, learning styles, and differentiated instruction.

<table>
<thead>
<tr>
<th>Observation Artifact</th>
<th>Emergent Candidate</th>
<th>Developing Candidate</th>
<th>Proficient Candidate</th>
<th>Accomplished Candidate</th>
<th>Not Demonstrated (Comment Required)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Understands a range of methods and materials that can be applied in the classroom. AND Demonstrates awareness of the variety of methods and materials necessary to meet the needs of all students.</td>
<td></td>
<td>Uses a variety of appropriate methods and materials to meet the needs of all students. AND Consistently enables the success of all students through the selection and use of appropriate methods and materials.</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Approved by NC State Board of Education
September 11, 2008
### 4d. Teachers integrate and utilize technology in their instruction.
Teachers know when and how to use technology to maximize student learning. Teachers help students use technology to learn content, think critically, solve problems, discern reliability, use information, communicate, innovate, and collaborate.

<table>
<thead>
<tr>
<th>Emergent Candidate</th>
<th>Developing Candidate</th>
<th>Proficient Candidate</th>
<th>Accomplished Candidate</th>
<th>Not Demonstrated (Comment Required)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Demonstrates knowledge of methods for utilizing technology in instruction. AND: Assesses effective types of technology to use for instruction. AND: Integrates technology with instruction to maximize students’ learning. AND: Engages students in higher level thinking through the integration of technology.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### 4e. Teachers help students develop critical-thinking and problem-solving skills.
Teachers encourage students to ask questions; think creatively; develop and test innovative ideas; synthesize knowledge and draw conclusions. They help students exercise and communicate sound reasoning; understand connections; make complex choices; and frame, analyze, and solve problems.

<table>
<thead>
<tr>
<th>Emergent Candidate</th>
<th>Developing Candidate</th>
<th>Proficient Candidate</th>
<th>Accomplished Candidate</th>
<th>Not Demonstrated (Comment Required)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Demonstrates an understanding of the importance of developing students’ critical-thinking and problem-solving skills. AND: Demonstrates knowledge of processes needed to support students in acquiring critical-thinking and problem-solving skills. AND: Integrates specific instruction that helps students develop the ability to apply processes and strategies for critical thinking and problem solving. AND: Creates or maintains instruction that consistently engages students in the processes of critical thinking and problem solving in meaningful contexts.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### 4f. Teachers help students work in teams and develop leadership qualities.
Teachers teach the importance of cooperation and collaboration. They organize learning teams in order to help students define roles, strengthen social ties, improve communication and collaborative skills, interact with people from different cultures and backgrounds, and develop leadership qualities.

<table>
<thead>
<tr>
<th>Emergent Candidate</th>
<th>Developing Candidate</th>
<th>Proficient Candidate</th>
<th>Accomplished Candidate</th>
<th>Not Demonstrated (Comment Required)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recognizes the need to encourage the development of cooperation, collaboration, and student leadership. AND: Demonstrates awareness of multiple approaches or strategies for developing and supporting student learning teams. AND: Organizes student learning teams for the purpose of developing cooperation, collaboration, and student leadership. AND: Encourages students to create and manage learning teams.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Approved by NC State Board of Education

September 11, 2008
### 4g. Teachers communicate effectively

Teachers communicate in ways that are clearly understood by their students. They are perceptive listeners and are able to communicate with students in a variety of ways even when language is a barrier. Teachers help students articulate thoughts and ideas clearly and effectively.

<table>
<thead>
<tr>
<th>Observation Artifact</th>
<th>Emergent Candidate</th>
<th>Developing Candidate</th>
<th>Proficient Candidate</th>
<th>Accomplished Candidate</th>
<th>Not Demonstrated (Comment Required)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Communicates effectively both orally and in writing. Recognizes a variety of methods for communicating effectively with students.</td>
<td>Demonstrates the ability to communicate effectively with students. Provides opportunities for students to articulate thoughts and ideas.</td>
<td>Uses a variety of methods to communicate effectively with all students. Consistently encourages and supports students to articulate thoughts and ideas clearly and effectively.</td>
<td>Establishes classroom practices that encourage all students to develop effective communication skills.</td>
<td></td>
</tr>
</tbody>
</table>

### 4h. Teachers use a variety of methods to assess what each student has learned

Teachers use multiple indicators, including formative and summative assessments, to evaluate student progress and growth as they strive to eliminate achievement gaps. Teachers provide opportunities, methods, feedback, and tools for students to assess themselves and each other. Teachers use 21st Century assessment systems to inform instruction and demonstrate evidence of students’ 21st century knowledge, skills, performance, and dispositions.

<table>
<thead>
<tr>
<th>Observation Artifact</th>
<th>Emergent Candidate</th>
<th>Developing Candidate</th>
<th>Proficient Candidate</th>
<th>Accomplished Candidate</th>
<th>Not Demonstrated (Comment Required)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Demonstrates awareness of multiple indicators or measures of student progress.</td>
<td>Interprets data on student progress accurately and can draw appropriate conclusions.</td>
<td>Uses multiple indicators, both formative and summative, to monitor and evaluate students’ progress and to inform instruction. Provides evidence that students attain 21st century knowledge, skills and dispositions.</td>
<td>Uses information gained from assessment activities to improve teaching practice and students’ learning. Provides opportunities for students to assess themselves and others.</td>
<td></td>
</tr>
</tbody>
</table>

Approved by NC State Board of Education  
September 11, 2008
### Standard 5: Teachers reflect on their practice

#### 5a. Teachers analyze student learning.
Teachers think systematically and critically about student learning in their classrooms and schools: Why learning happens and what can be done to improve achievement. Teachers collect and analyze student performance data to improve school and classroom effectiveness. They adapt their practice based on research and data to best meet the needs of students.

<table>
<thead>
<tr>
<th>Observation Artifact</th>
<th>Emergent Candidate</th>
<th>Developing Candidate</th>
<th>Proficient Candidate</th>
<th>Accomplished Candidate</th>
<th>Not Demonstrated (Comment Required)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Recognizes multiple sources of information on students’ learning and performance. AND</td>
<td>Identifies data sources to improve students’ learning. AND</td>
<td>Uses data to provide ideas about what can be done to improve students’ learning. AND</td>
<td>Based upon data, selects or develops instructional approaches that are intentionally tailored to students’ learning needs. AND</td>
<td></td>
</tr>
</tbody>
</table>

#### 5b. Teachers link professional growth to their professional goals.
Teachers participate in continued, high quality professional development that reflects a global view of educational practices; includes 21st century skills and knowledge; aligns with the State Board of Education priorities; and meets the needs of students and their own professional growth.

<table>
<thead>
<tr>
<th>Observation Artifact</th>
<th>Emergent Candidate</th>
<th>Developing Candidate</th>
<th>Proficient Candidate</th>
<th>Accomplished Candidate</th>
<th>Not Demonstrated (Comment Required)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Acknowledges the importance of ongoing professional development. AND</td>
<td>Attends required or expected activities for professional growth. AND</td>
<td>Participates in recommended activities for professional learning and development. AND</td>
<td>Seeks out and engages in opportunities to expand professional knowledge and build professional skills. AND</td>
<td></td>
</tr>
</tbody>
</table>

#### 5c. Teachers function effectively in a complex, dynamic environment.
Understanding that change is constant, teachers actively investigate and consider new ideas that improve teaching and learning. They adapt their practice based on research and data to best meet the needs of their students.

<table>
<thead>
<tr>
<th>Observation Artifact</th>
<th>Emergent Candidate</th>
<th>Developing Candidate</th>
<th>Proficient Candidate</th>
<th>Accomplished Candidate</th>
<th>Not Demonstrated (Comment Required)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Acknowledges the importance of using research-verified approaches to teaching and learning. AND</td>
<td>Demonstrates knowledge of current research-verified approaches to teaching and learning. AND</td>
<td>Uses a variety of research-verified approaches to improve teaching and learning. AND</td>
<td>Investigates and implements innovative, research-verified approaches to improve teaching and learning. AND</td>
<td></td>
</tr>
</tbody>
</table>

Approved by NC State Board of Education

September 11, 2008
Glossary of Terms

**Accomplished Candidate:** The fourth of four performance levels used to rate a candidate’s proficiency on elements of the standards. Reflects only those candidates who possess and demonstrate truly exemplary understanding, mastery, and consistent integration of relevant concepts and skills in their professional practice. Such candidates regularly engage in activities that intentionally and proactively encourage the professional growth of colleagues, continually evaluate their own performance, and actively seek ways to improve their performance.

**Artifact:** A product used to demonstrate a teacher candidate’s performance or proficiency.

**Code of Ethics for North Carolina Educators:** The standards of professional conduct required of educators and adopted by the North Carolina State Board of Education, 6/5/97 (Appendix E).

**Developing Candidate:** The second of four performance levels used to rate a candidate’s proficiency on elements of the standards. Reflects a candidate with the skills and knowledge of a student who has successfully completed some teacher education coursework. Such candidates have mastered important concepts and demonstrated the ability to apply these to concrete problems, but in contexts of limited complexity (e.g., case study analysis, simulations, early field experiences, etc.).

**Diversity:** Differences in the characteristics of people, places or things (e.g., age, race, ethnicity, culture, gender, education, learning styles, religion, and any other ways in which differences occur).

**Electronic Evidence:** The artifacts or other materials that are used by the institution to support licensure candidates’ performance ratings and that are accessible by the North Carolina State Board of Education for programmatic review.

**Emerging Candidate:** The first of four performance levels used to rate a candidate’s proficiency on elements of the standards. Reflects a candidate who is a new student to the field of education. Such candidates are engaged in their baccalaureate, and perhaps teacher education, coursework. However, the Emerging Candidate possesses only a limited or superficial knowledge and awareness of concepts associated with educational concepts.

**Evaluator:** The person or persons designated by an institution as responsible for overseeing and completing the summative evaluation of licensure candidate’s performance.

**Formative:** Evaluation conducted during a program that produces information used primarily to make modifications and improvement; may be conducted as often as necessary.

**Literacy:** (i) Age-appropriate knowledge (reading, writing, comprehension, skills) in any particular content area or field; (ii) ability to understand, communicate, and apply principles associated with 21st Century Skills (e.g., financial, economic, business, and entrepreneurial literacy, civic literacy, information and media literacy, and ICT literacy). See Framework for 21st Century Learning and Critical Elements for Creating 21st Century Skills.

**North Carolina Standard Course of Study:** The materials that establish competencies for each grade and high school course to ensure rigorous student academic performance standards that are uniform across the state. Where this document is referenced in this manual and in the rubric, other state-approved standards (e.g., North Carolina Early Learning Standards, North Carolina Standards for Career and Vocational Technology, etc.) also apply.

**Performance Descriptor:** Discrete statements of specific competency that collectively reflect a performance level in the rubric.

**Performance Element:** A paragraph that describes in detail one constituent aspect of a performance standard. The rubric contains twenty-five performance elements.

**Performance Level:** The label (e.g., Emergent Candidate, Developing Candidate, Proficient Candidate, and Accomplished Candidate) applied to each of four categories used to rate a teacher candidate’s overall performance for a performance element in the rubric.
Performance Standard: A statement reflecting a domain of professional practice against which educator performance is judged. The rubric contains five separate performance standards.

Professional Learning Community (PLC): Describes a collegial group of administrators and school staff who are united in their commitment to student learning and who work in an environment characterized by mutual cooperation, personal growth, and a synergy of efforts. In PLCs, school and district administrators share power and authority by inviting staff input in decision making and by a sustained commitment to learning among staff about solutions to address students’ needs.

Proficient Candidate: The third of four performance levels used to rate a candidate’s proficiency on elements of the standards. Reflects a candidate who has mastered important concepts and demonstrated the ability to apply these concepts consistently in real-world contexts (e.g., internships). Such candidates have the knowledge and skills to perform effectively. This is the minimum performance level required to be recommended for licensure.

Rubric: The instrument comprised of standards, elements and descriptors used to evaluate preservice school executive performance against the North Carolina Professional Teaching Standards.

Special needs: Students with diverse abilities and disabilities who are not achieving optimal education outcomes. This may include students with identified disabilities, students from culturally and linguistically diverse backgrounds, and students who are academically and intellectually gifted.

Summative: Evaluation conducted at the end of a program that leads to a concluding judgment about performance.

Works with others: Phrase used in some descriptors that indicates that a candidate has completed a task in collaboration with additional individuals such as a cooperating teacher and/or program advisor.
Appendix C
LEA/IHE Certification of Teaching Capacity

Candidate Name: ________________________  School: ________________________
Cooperating Teacher Name: ________________________  Grade: ________________________
LEA: ________________________  IHE: ________________________

In addition to all other state and institutional requirements, the candidate must meet each of the descriptors identified in this document to be recommended for licensure.

<table>
<thead>
<tr>
<th>Standard/Element</th>
<th>Proficient Descriptor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Professionalism</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1e. Teachers demonstrate high ethical standards.</td>
<td>1e.1 Upholds the Code of Ethics for North Carolina Educators and the Standards for Professional Conduct.</td>
<td>Met</td>
</tr>
<tr>
<td><strong>Classroom Climate/Culture</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1a. Teachers lead in their classrooms.</td>
<td>1a.3 Maintains a safe and orderly classroom that facilitates student learning.</td>
<td>Met</td>
</tr>
<tr>
<td>1a.4 Uses positive management of student behavior, including strategies of conflict resolution and anger management, effective communication for defusing and deescalating disruptive or dangerous behavior, and safe and appropriate seclusion and restraint.</td>
<td>Met</td>
<td>Not Met</td>
</tr>
<tr>
<td>2a. Teachers provide an environment in which each child has a positive, nurturing relationship with caring adults.</td>
<td>2a.1 Maintains a positive and nurturing learning environment.</td>
<td>Met</td>
</tr>
<tr>
<td>2c. Teachers treat students as individuals.</td>
<td>2c.1 Maintains a learning environment that conveys high expectations of every student.</td>
<td>Met</td>
</tr>
<tr>
<td>4g. Teachers communicate effectively.</td>
<td>4g.1 Uses a variety of methods to communicate effectively with all students.</td>
<td>Met</td>
</tr>
<tr>
<td>4g.2 Consistently encourages and supports students to articulate thoughts and ideas clearly and effectively.</td>
<td>Met</td>
<td>Not Met</td>
</tr>
<tr>
<td><strong>Instruction</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2b. Teachers embrace diversity in the school community and in the world.</td>
<td>2b.1 Appropriately uses materials or lessons that counteract stereotypes and acknowledges the contributions of all cultures.</td>
<td>Met</td>
</tr>
<tr>
<td>2b.2 Incorporates different points of view in instruction.</td>
<td>Met</td>
<td>Not Met</td>
</tr>
</tbody>
</table>

Candidate initials: _____
<table>
<thead>
<tr>
<th>Standard/Element</th>
<th>Proficient Descriptor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>3a. Teachers align their instruction with the <em>North Carolina Standard Course of Study</em>.</td>
<td>3a.2 Integrates effective literacy instruction throughout the curriculum and across content areas to enhance students’ learning.</td>
<td>☐ Met ☐ Not Met</td>
</tr>
<tr>
<td>3b. Teachers know the content appropriate to their teaching specialty.</td>
<td>3b.2 Encourages students to investigate the content area to expand their knowledge and satisfy their natural curiosity.</td>
<td>☐ Met ☐ Not Met</td>
</tr>
<tr>
<td>3d. Teachers make instruction relevant to students.</td>
<td>3d.1 Integrates 21st century skills and content in instruction.</td>
<td>☐ Met ☐ Not Met</td>
</tr>
<tr>
<td>4c. Teachers use a variety of instructional methods.</td>
<td>4c.1 Uses a variety of appropriate methods and materials to meet the needs of all students.</td>
<td>☐ Met ☐ Not Met</td>
</tr>
<tr>
<td>4d. Teachers integrate and utilize technology in their instruction.</td>
<td>4d.1 Integrates technology with instruction to maximize students’ learning.</td>
<td>☐ Met ☐ Not Met</td>
</tr>
<tr>
<td>4e. Teachers help students develop critical-thinking and problem-solving skills.</td>
<td>4e.1 Integrates specific instruction that helps students develop the ability to apply processes and strategies for critical thinking and problem solving.</td>
<td>☐ Met ☐ Not Met</td>
</tr>
<tr>
<td>4f. Teachers help students to work in teams and develop leadership qualities.</td>
<td>4f.1 Organizes student learning teams for the purpose of developing cooperation, collaboration, and student leadership.</td>
<td>☐ Met ☐ Not Met</td>
</tr>
</tbody>
</table>

**Evaluation/Assessment**

<table>
<thead>
<tr>
<th>Standard/Element</th>
<th>Proficient Descriptor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>1a. Teachers lead in their classrooms.</td>
<td>1a.1 Evaluates the progress of students toward high school graduation using a variety of assessment data measuring goals of the <em>North Carolina Standard</em></td>
<td>☐ Met ☐ Not Met</td>
</tr>
<tr>
<td>4h. Teachers use a variety of methods to assess what each student has learned.</td>
<td>4h.1 Uses multiple indicators, both formative and summative, to monitor and evaluate students’ progress and to inform instruction.</td>
<td>☐ Met ☐ Not Met</td>
</tr>
<tr>
<td></td>
<td>4h.2 Provides evidence that students attain 21st century knowledge, skills and dispositions.</td>
<td>☐ Met ☐ Not Met</td>
</tr>
<tr>
<td>5a. Teachers analyze student learning.</td>
<td>5a.1 Uses data to provide ideas about what can be done to improve students’ learning.</td>
<td>☐ Met ☐ Not Met</td>
</tr>
</tbody>
</table>

**Impact on Student Learning**

<table>
<thead>
<tr>
<th>Standard/Element</th>
<th>Proficient Descriptor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>1d. Teachers advocate for schools and students.</td>
<td>1d.1 Implements and adheres to policies and practices positively affecting students’ learning.</td>
<td>☐ Met ☐ Not Met</td>
</tr>
<tr>
<td>2d. Teachers adapt their teaching for the benefit of students with special needs.</td>
<td>2d.1 Cooperates with specialists and uses resources to support the special learning needs of all students.</td>
<td>☐ Met ☐ Not Met</td>
</tr>
<tr>
<td></td>
<td>2d.2 Uses research-verified strategies to provide effective learning activities for students with special needs.</td>
<td>☐ Met ☐ Not Met</td>
</tr>
</tbody>
</table>

Candidate initials: _____
LEA/IHE Certification of Teaching
Capacity
Signature
Page

*In addition to all other state and institutional requirements, the candidate must meet each of the descriptors identified in this document to be recommended for licensure.*

Note: The candidate signature does *not* imply agreement with the ratings. All other signatures verify the accuracy of and agreement with the ratings on each descriptor.

<table>
<thead>
<tr>
<th>Individual</th>
<th>Printed Name</th>
<th>Signature</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Candidate</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cooperating Teacher</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Principal (or designee)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>University Supervisor</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Comments (optional):**

Candidate initials: _____
Appendix D
NORTH CAROLINA STATE BOARD OF EDUCATION
Policy Manual

Policy Identification
Priority: Quality Teachers, Administrators, and Staff
Category: Qualifications and Evaluations
Policy ID Number: QP-C-014

Policy Title: 16 NCAC 6C .0601 and 16 NCAC 6C .0602 Policy regarding the Code of Ethics for North Carolina Educators

Current Policy Date: 02/05/1998

Other Historical Information: Previous board dates: 06/05/1997

Statutory Reference:

Administrative Procedures Act (APA) Reference Number and Category: 16 NCAC 6C .0601 and .0602

Preamble: The purpose of this Code of Ethics is to define standards of professional conduct.

The responsibility to teach and the freedom to learn, and the guarantee of equal opportunity for all are essential to the achievement of these principles. The professional educator acknowledges the worth and dignity of every person and demonstrates the pursuit of truth and devotion to excellence, acquires knowledge, and nurtures democratic citizenship. The educator exemplifies a commitment to the teaching and learning processes with accountability to the students, maintains professional growth, exercises professional judgment, and personifies integrity. The educator strives to maintain the respect and confidence of colleagues, students, parents and legal guardians, and the community, and to serve as an appropriate role model.

To uphold these commitments, the educator:

I. Commitment to the Student.

A. Protects students from conditions within the educator’s control that circumvent learning or are detrimental to the health and safety of students.

B. Maintains an appropriate relationship with students in all settings; does not encourage, solicit, or engage in a sexual or romantic relationship with students, nor touch a student in an inappropriate way for personal gratification, with intent to harm, or out of anger.

C. Evaluates students and assigns grades based upon the students’ demonstrated competencies and performance.
D. Disciplines students justly and fairly and does not deliberately embarrass or humiliate them.

E. Holds in confidence information learned in professional practice except for professional reasons or in compliance with pertinent regulations or statutes.

F. Refuses to accept significant gifts, favors, or additional compensation that might influence or appear to influence professional decisions or actions.

II. Commitment to the School and School System

A. Utilizes available resources to provide a classroom climate conducive to learning and to promote learning to the maximum possible extent.

B. Acknowledges the diverse views of students, parents and legal guardians, and colleagues as they work collaboratively to shape educational goals, policies, and decisions; does not proselytize for personal viewpoints that are outside the scope of professional practice.

C. Signs a contract in good faith and does not abandon contracted professional duties without a substantive reason.

D. Participates actively in professional decision-making processes and supports the expression of professional opinions and judgments by colleagues in decision-making processes or due process proceedings.

E. When acting in an administrative capacity:
   1. Acts fairly, consistently, and prudently in the exercise of authority with colleagues, subordinates, students, and parents and legal guardians.
   2. Evaluates the work of other educators using appropriate procedures and established statutes and regulations.
   3. Protects the rights of others in the educational setting, and does not retaliate, coerce, or intentionally intimidate others in the exercise of rights protected by law.
   4. Recommend persons for employment, promotion, or transfer according to their professional qualifications, the needs and policies of the LEA, and according to the law.

III. Commitment to the Profession

A. Provides accurate credentials and information regarding licensure or employment and does not knowingly assist others in providing untruthful information.

B. Takes action to remedy an observed violation of the Code of Ethics for North Carolina Educators and promotes understanding of the principles of professional ethics.

C. Pursues growth and development in the practice of the profession and uses that knowledge in improving the educational opportunities, experiences, and performance of students and colleagues.
Adopted by the State Board of Education June 5, 1997.

.0601 PURPOSE AND APPLICABILITY

The purpose of these rules is to establish and uphold uniform standards of professional conduct for licensed professional educators throughout the State. These rules shall be binding on every person licensed by the SBE, hereinafter referred to as "educator" or "professional educator," and the possible consequences of any willful breach shall include license suspension or revocation. The prohibition of certain conduct in these rules shall not be interpreted as approval of conduct not specifically cited.

History Note: Authority G.S. 115C-295.3;

.0602 STANDARDS OF PROFESSIONAL CONDUCT

(a) The standards listed in this Section shall be generally accepted for the education profession and shall be the basis for State Board review of performance of professional educators. These standards shall establish mandatory prohibitions and requirements for educators. Violation of these standards shall subject an educator to investigation and disciplinary action by the SBE or LEA.

(b) Professional educators shall adhere to the standards of professional conduct contained in this Rule. Any intentional act or omission that violates these standards is prohibited.

(1) Generally recognized professional standards. The educator shall practice the professional standards of federal, state, and local governing bodies.

(2) Personal conduct. The educator shall serve as a positive role model for students, parents, and the community. Because the educator is entrusted with the care and education of small children and adolescents, the educator shall demonstrate a high standard of personal character and conduct.

(3) Honesty. The educator shall not engage in conduct involving dishonesty, fraud, deceit, or misrepresentation in the performance of professional duties including the following:

(A) statement of professional qualifications;

(B) application or recommendation for professional employment, promotion, or licensure;

(C) application or recommendation for college or university admission, scholarship, grant, academic award, or similar benefit;

(D) representation of completion of college or staff development credit;

(E) evaluation or grading of students or personnel;

(F) submission of financial or program compliance reports submitted to state, federal, or other governmental agencies;

(G) submission of information in the course of an official inquiry by the employing LEA or the SBE related to facts of unprofessional conduct, provided, however, that an educator shall be given adequate notice of the
allegations and may be represented by legal counsel; and 
(H) submission of information in the course of an investigation by a law 
enforcement agency, child protective services, or any other agency with the 
right to investigate, regarding school-related criminal activity; provided, 
however, that an educator shall be entitled to decline to give evidence to law 
enforcement if such evidence may tend to incriminate the educator as that 
term is defined by the Fifth Amendment to the U.S. Constitution. 
(4) Proper remunerative conduct. The educator shall not solicit current students or 
parents of students to purchase equipment, supplies, or services from the educator in 
a private remunerative capacity. An educator shall not tutor for remuneration students 
currently assigned to the educator's classes, unless approved by the local 
superintendent. An educator shall not accept any compensation, benefit, or thing of 
value other than the educator's regular compensation for the performance of any 
service that the educator is required to render in the course and scope of the 
educator's employment. This Rule shall not restrict performance of any overtime or 
supplemental services at the request of the LEA; nor shall it apply to or restrict the 
acceptance of gifts or tokens of minimal value offered and accepted openly from 
students, parents, or other persons in recognition or appreciation of service. 
(5) Conduct with students. The educator shall treat all students with respect. The 
educator shall not commit any abusive act or sexual exploitation with, to, or in the 
presence of a student, whether or not that student is or has been under the care or 
supervision of that educator, as defined below: 
(A) any use of language that is considered profane, vulgar, or demeaning; 
(B) any sexual act; 
(C) any solicitation of a sexual act, whether written, verbal, or physical; 
(D) any act of child abuse, as defined by law; 
(E) any act of sexual harassment, as defined by law; and 
(F) any intentional solicitation, encouragement, or consummation of a 
romantic or physical relationship with a student, or any sexual contact with a 
student. The term "romantic relationship" shall include dating any student. 
(6) Confidential information. The educator shall keep in confidence personally 
identifiable information regarding students or their family members that has been 
obtained in the course of professional service, unless disclosure is required or 
permitted by law or professional standards, or is necessary for the personal safety of 
the student or others. 
(7) Rights of others. The educator shall not willfully or maliciously violate the 
constitutional or civil rights of a student, parent/legal guardian, or colleague. 
(8) Required reports. The educator shall make all reports required by Chapter 115C of 
the North Carolina General Statutes. 
(9) Alcohol or controlled substance abuse. The educator shall not: 
(A) be under the influence of, possess, use, or consume on school premises or 
at a school-sponsored activity a controlled substance as defined by N.C. Gen. 
Stat. § 90-95, the Controlled Substances Act, without a prescription 
authorizing such use; 
(B) be under the influence of, possess, use, or consume an alcoholic beverage 
or a controlled substance on school premises or at a school-
sponsored activity involving students; or
(C) furnish alcohol or a controlled substance to any student except as indicated in the professional duties of administering legally prescribed medications.

(10) Compliance with criminal laws. The educator shall not commit any act referred to in G.S. 115C-332 and any felony under the laws of the Unite States or of any state.
(11) Public funds and property. The educator shall not misuse public funds or property, funds of a school-related organization, or colleague's funds. The educator shall account for funds collected from students, colleagues, or parents/legal guardians. The educator shall not submit fraudulent requests for reimbursement, expenses, or pay.
(12) Scope of professional practice. The educator shall not perform any act as an employee in a position for which licensure is required by the rules of the SBE or by Chapter 115C or the North Carolina General Statutes during any period in which the educator's license has been suspended or revoked.
(13) Conduct related to ethical violations. The educator shall not directly or indirectly use or threaten to use any official authority or influence in any manner that tends to discourage, restrain, interfere with, coerce, or discriminate against any subordinate or any licensee who in good faith reports, discloses, divulges, or otherwise brings to the attention of an LEA, the SBE, or any other public agency authorized to take remedial action, any facts or information relative to actual or suspected violation of any law regulating the duties of persons serving in the public school system, including but not limited to these Rules.

History Note: Authority G.S. 115C-295.3;
School of Education

Preparing Committed Professional Educators with Knowledge and Practices for a Continuously Changing World

Contract for Participation in Fieldwork Experiences

For School of Education candidates, field experiences in the schools are an integral and required activity for learning about the “real world” of teaching and learning. Field experiences are set up as partnerships with the local school systems. In order to continue these partnerships and provide our students with these opportunities, all Chowan University students are expected to demonstrate a responsible, respectful, and professional attitude.

Contractual guidelines have been developed for fieldwork experiences by the School of Education. All students are required to follow these guidelines:

1. I understand that I am representative of Chowan University and the School of Education. Impressions that I make in my experiences reflect upon Chowan University, the School of Education and me. Such impressions may determine my ability to have further fieldwork experiences in a school or school system.
2. I will follow the school's procedures for signing in and out at the office.
3. As a role model, and a future professional educator, I will dress appropriately, using the following guidelines:
   a. Tongue rings, eyebrow or other facial piercing are to be removed.
   b. Tattoos should be covered.
   c. Appropriate attire for males includes – khakis, shirt with tie, or knit shirt with collar. Inappropriate attire for males includes, but is not limited to – jeans, tank tops, t-shirts, shorts, sweatshirts, athletic jerseys, ball caps, or other informal clothing.
   d. Appropriate attire for females includes – slacks, skirts, blouses, dresses. Inappropriate attire for females includes, but is not limited to - jeans, tank tops, shorts, t-shirts, halter-tops, sweatshirts, or other informal clothing.
4. I understand that if I fail to follow the attire guidelines I will be removed from the classroom and not allowed to return until my attire is appropriate.
5. I understand that I am an important role model for the students with whom I work and that my dress has a great impact upon how the students and faculty will view me.

I have read the above requirements for participation in field experiences in the schools and agree to follow them.

I am a member of SNCAE to provide my liability insurance.

_________________________________________  ______________________________________
Name   (Print)                                Date

_________________________________________
Signature

Revised 8/01/18
## FIELDWORK EXPERIENCE OBSERVATION LOG

<table>
<thead>
<tr>
<th>Date</th>
<th>Time In</th>
<th>Time Out</th>
<th>Total Time-Hrs.</th>
<th>Grade Level</th>
<th>Type of Activity</th>
<th>Teacher’s Signature</th>
</tr>
</thead>
<tbody>
<tr>
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</tr>
</tbody>
</table>

TOTAL HOURS OF OBSERVATION/PARTICIPATION AT THE END OF FIELDWORK EXPERIENCE: ____________________________

COOPERATING TEACHER’S SIGNATURE: ____________________________ DATE: ____________________________

(This must be turned in to the Professor by the date due)
<table>
<thead>
<tr>
<th>Program</th>
<th>Field Experiences (Observation and Practicum)</th>
<th>Clinical Practice Student Teaching</th>
<th>Total Number of Hours</th>
</tr>
</thead>
</table>
| Comprehensive Science Education 9-12 BS, Initial | Educ. 201 Introduction to Teaching – 12  
Educ. 320 Foundations, Am Ed – 12  
Educ. 340 Multicultural Education – 8  
Educ. 403 Classroom Management - 8  
Bio. 472 Materials and Methods for Teaching Biology – 15  
**Total: 55 hrs.** | Sixteen weeks full time student teaching placement.  
Total Hours 640 | 695 |
| Elementary Education K-6 BA, Initial | Educ. 201 Introduction to Teaching – 12  
Educ. 301 Intro to Special Ed – 8  
Educ. 362 Teaching Read Elem. – 12  
SSPE. 310 Health & PE in Elem. – 12  
Educ. 320 Foundations of American Education – 12  
Educ. 340 Multicultural Education – 8  
Educ. 351 Learning Disabilities – 8  
Educ. 360 – Teaching Math Elem – 12  
Educ. 364 Teaching Science Elem -12  
Educ. 366 Teaching Soc St Elem – 12  
Educ. 400 Classroom Assessment -12  
Educ. 403 Classroom Management – 8  
Educ. 450 Methods and Materials for Language Arts and Social Studies – 12  
Educ. 452 Methods and Materials for Mathematics and Science – 12  
**Total: 152 hrs.** | Sixteen weeks full time student teaching placement.  
Total Hours 650 | 794 |
| English Education 9 – 12 BA, Initial | Educ. 201 Introduction to Teaching – 12  
Educ. 320 Foundations of American Education – 12  
Educ. 340 Multicultural Education – 8  
Educ. 403 Classroom Management - 8  
Eng. 451 Methods of Teaching English – 15  
**Total: 55 hrs.** | Sixteen weeks full time student teaching placement.  
Total Hours 640 | 693 |
| Mathematics Education 9 – 12 BS, Initial | Educ. 201 Introduction to Teaching – 12  
Educ. 320 Foundations of American Education – 12  
Educ. 340 Multicultural Education – 8  
Educ. 403 Classroom Management - 8  
Math 451 Methods & Materials for HS Math - 15  
**Total: 55 hrs.** | Sixteen weeks full time student teaching placement.  
Total Hours 640 | 693 |
<table>
<thead>
<tr>
<th>Subject</th>
<th>Courses</th>
<th>Hours</th>
<th>Remarks</th>
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</thead>
<tbody>
<tr>
<td>Music Education K-12</td>
<td>Educ. 201 Introduction to Teaching – 12</td>
<td>12</td>
<td>Sixteen weeks full time student teaching placement.</td>
</tr>
<tr>
<td>BS, Initial</td>
<td>Educ. 320 Foundations of American Education – 12</td>
<td>12</td>
<td>Total Hours 640</td>
</tr>
<tr>
<td></td>
<td>Educ. 340 Multicultural Education – 8</td>
<td>8</td>
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</tr>
<tr>
<td></td>
<td>Mus. 341 Music Materials &amp; Methods for the Elementary Grades – 12</td>
<td>12</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mus. 342 Music Materials &amp; Methods for the Secondary grades – 12</td>
<td>12</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Educ. 403 Classroom Management - 8</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total: 64 hrs.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Health &amp; Physical Education</td>
<td>Educ. 201 Introduction to Teaching – 12</td>
<td>12</td>
<td>Sixteen weeks full time student teaching placement.</td>
</tr>
<tr>
<td>K – 12</td>
<td>Educ. 320 Foundations of American Education – 12</td>
<td>12</td>
<td>Total Hours 640</td>
</tr>
<tr>
<td>BS, Initial</td>
<td>Educ. 340 Multicultural Education – 8</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td></td>
<td>SSPE 310 Methods of Health &amp; Physical Education in the Elementary School</td>
<td>12</td>
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<tr>
<td></td>
<td>SSPE 320 Adapted Physical Education – 12</td>
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<tr>
<td></td>
<td>Educ. 403 Classroom Management - 8</td>
<td>8</td>
<td></td>
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<tr>
<td></td>
<td>SSPE 410 Methods of Health &amp; PE for Middle and Secondary School – 12</td>
<td>12</td>
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<td></td>
<td>Total: 76 hrs.</td>
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<tr>
<td>Social Studies 9 -12</td>
<td>Educ. 201 Introduction to Teaching – 12</td>
<td>12</td>
<td>Sixteen weeks full time student teaching placement.</td>
</tr>
<tr>
<td>BS, Initial</td>
<td>Educ. 320 Foundations of American Education – 12</td>
<td>12</td>
<td>Total Hours 640</td>
</tr>
<tr>
<td></td>
<td>Educ. 340 Multicultural Education – 8</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Educ. 403 Classroom Management - 8</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td></td>
<td>SSED 471 Methods for Teaching HS Social Studies – 15</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total: 55 hrs.</td>
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</tr>
</tbody>
</table>

Revised August 2013
STUDENT NORTH CAROLINA ASSOCIATION OF EDUCATORS (SNCAE)

The Student North Carolina Association of Educators (SNCAE) is a professional organization for students who are majoring in professional education programs. This organization builds collegiality and provides opportunities for professional growth, service, fellowship and fun activities, and leadership. It also provides professional liability insurance and the opportunity to attend state conferences. Members of SNCAE are eligible for National Education Association (NEA) gold credit cards and discounts through the NEA member benefit services. Membership dues are paid online or can be mailed directly to SNCAE. Proof of purchase is necessary to participate in fieldwork.
Fieldwork Teacher Information Sheet

Mr.  Mrs.  Miss  Ms.  Dr.  Name: __________________________

_______ School: ___________________________ Grade(s): __________

____________ Subject Area(s) / Course(s) Taught: __________________________

____________ Work Phone Number: __________________________

Work Email Address: __________ Highest Degree: __________

_______ Major: ___________________________ Institution: __________ Licensure Area(s):

__________    _______    _______ Years of Experience: / _____ (total / at school)

NBPTS Certified: YES  NO  If YES, area: __________________________

Race:  □ Hispanic / Latino or any race □ American Indian or Alaska Native

□ Asian  □ Black or African American □ Native Hawaiian or Pacific Islander

□ White  □ Two or More Races □ Unknown

Gender:  □ Male  □ Female

Approved by: __________________________________________
(Principal)
School of Education


Cooperating Teacher Information Sheet

<table>
<thead>
<tr>
<th>Mr.</th>
<th>Mrs.</th>
<th>Miss</th>
<th>Ms.</th>
<th>Dr.</th>
<th>Name: __________________________</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>School: ________________________</td>
</tr>
<tr>
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<td></td>
<td></td>
<td></td>
<td>__________ Subject Area(s) / Course(s) Taught: __________________________</td>
</tr>
<tr>
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<td></td>
<td></td>
<td>__________________ Work Phone Number: __________________________</td>
</tr>
<tr>
<td>Work Email Address: __________</td>
<td>Highest Degree: __________</td>
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<td>__________ Major: ______________</td>
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<td></td>
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<td></td>
<td>__________ __________</td>
</tr>
<tr>
<td>NBPTS Certified: YES NO</td>
<td>If YES, area: __________________________</td>
<td></td>
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</tr>
</tbody>
</table>

Race: Hispanic / Latino or any race American Indian or Alaska Native

Asian Black or African American Native Hawaiian or Pacific Islander

White Two or More Races Unknown

Gender: Male Female

Approved by: __________________________

(Principal)

Field Experience Diversity Data Collection Sheet

Your Name: ___________________________________________ Male: female: Chow ID: __________
Program Area: ____________________________________________________________
Course Name and Number: __________________________________________________
Name of Professor / Faculty Supervisor: ______________________________________

School Assigned: ____________________________ Principal: ____________________________
School Address: ____________________________________________________________
Name of Classroom Teacher: ___________________________ Teacher’s email: ______________
Grade Level(s): ____________________________ Subjects(s): ____________________________

Type of Classroom
Inclusive Classroom___ Resource Room___ Self-Contained Special Needs___ Other (Specify)__________

Enter number of students in each class
Gifted/ Talented ______ Speech ______ Special Education ______ Occupational Therapy ______ English Language Learners ______ Other (Specify) ______

<table>
<thead>
<tr>
<th>Classroom Diversity</th>
<th>Cooperating Teacher Diversity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enter Number of Students in Each Classification</td>
<td>Check Appropriate Box</td>
</tr>
<tr>
<td>___ Total Enrollment in Class</td>
<td></td>
</tr>
<tr>
<td>Ethnicity</td>
<td>Gender</td>
</tr>
<tr>
<td>______ Hispanic/Latino of any race</td>
<td>______ Male</td>
</tr>
<tr>
<td>______ American Indian or Alaska Native</td>
<td>______ Female</td>
</tr>
<tr>
<td>______ Asian</td>
<td></td>
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<tr>
<td>______ Black or African American</td>
<td></td>
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<tr>
<td>______ Native Hawaiian and other Pacific Islander</td>
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<tr>
<td>______ White</td>
<td></td>
</tr>
<tr>
<td>______ Two or more races</td>
<td></td>
</tr>
<tr>
<td>______ Nonresident alien</td>
<td></td>
</tr>
</tbody>
</table>

I certify that the information provided is correct and true.

Candidate Signature: ____________________________ Teacher Signature: ____________________________
Appendix E
LESSON PLAN

<table>
<thead>
<tr>
<th>Name:</th>
<th>Date:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grade:</td>
<td>Cooperating Teacher:</td>
</tr>
<tr>
<td>Lesson:</td>
<td></td>
</tr>
</tbody>
</table>

Anticipatory Set: How will you invite them to learn?

Objectives: What will the student be able to do following this learning activity? | NCSCS (State Standards)
--- | ---

Materials

<p>| |</p>
<table>
<thead>
<tr>
<th></th>
</tr>
</thead>
</table>

Implementation: What sequence of steps will you follow?

1.

2.

3.

4.

5.
Universal Design for Learning: How will you provide for different learning styles?

- Auditory Learners:
- Visual Learners:
- Oral Learners:
- Kinesthetic Learners:

Differentiation of Instruction: Scaffolded Instruction

Closure: What will be done to show that the lesson is coming to an end?
### Assessment: How will you determine if learning has taken place?

- [ ] Formative
- [ ] Summative

### Reflection: What do you think about your lesson implementation and student learning?

Revised 08/01/13
## Chowan University School of Education Lesson Plan Rubric

<table>
<thead>
<tr>
<th></th>
<th>Emergent</th>
<th>Developing</th>
<th>Proficient</th>
<th>Accomplished</th>
<th>Score/Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Differentiated Instruction (Diversity in Learning)</td>
<td>No differentiation of instruction is mentioned.</td>
<td>Lesson plan includes minimal differentiated instruction, limited to either gifted students or students with special needs.</td>
<td>Lesson includes some differentiated instruction including gifted students and students with special needs.</td>
<td>Lesson clearly offers appropriate, creative, and well-integrated challenges for students of all levels, including gifted students and students with special needs.</td>
<td></td>
</tr>
<tr>
<td>Instructional Activities (Implementation)</td>
<td>Activities are unrelated to objectives. Many activities are extraneous and irrelevant. No attempt is made to individualize activities for learning styles or strengths.</td>
<td>Activities relate peripherally to objectives. Some activities are extraneous or irrelevant. Activities are not accessible to students with different learning styles and strengths.</td>
<td>Activities relate to objectives. A few activities may be extraneous or irrelevant. Activities are accessible to students with more than one learning style.</td>
<td>Activities provide a logical path to meeting objectives. No activities are extraneous or irrelevant. Students of many learning styles and strengths can benefit from activities.</td>
<td></td>
</tr>
<tr>
<td>Supporting Materials</td>
<td>No supporting materials are included.</td>
<td>Supporting materials and student handouts are incomplete, and/or inappropriate for students. Materials do not enhance lesson.</td>
<td>Supporting materials and student handouts are clear and complete. Materials enhance lesson.</td>
<td>Supporting materials and student handouts are clear, complete, and appropriate for students. Materials enhance lesson significantly.</td>
<td></td>
</tr>
<tr>
<td>Objectives</td>
<td>Objectives are missing, unclear, or are unrelated</td>
<td>Objectives do not provide a clear sense of what</td>
<td>Objectives provide some sense of what students</td>
<td>Objectives provide a clear sense of what students</td>
<td></td>
</tr>
<tr>
<td>Emergent</td>
<td>Developing</td>
<td>Proficient</td>
<td>Accomplished</td>
<td>Score/Level</td>
<td></td>
</tr>
<tr>
<td>----------</td>
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<td></td>
</tr>
<tr>
<td>to North Carolina Standard Course of Study.</td>
<td>students will know and be able to do as a result of the lesson. Some of the objectives are related to North Carolina Standard Course of Study.</td>
<td>will know and be able to do as a result of the lesson. Most of the objectives are related to North Carolina Standard Course of Study.</td>
<td>will know and be able to do as a result of the lesson. All objectives are clearly related to North Carolina Standard Course of Study.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>North Carolina Standard Course of Study</td>
<td>No standards are mentioned in lesson. Lesson is not related to standards.</td>
<td>Standards are alluded to in lesson, and lesson is related to standards.</td>
<td>Some relevant standards are referenced. Lesson is influenced by standards. Lesson may name many standards instead of focusing on important, key standards.</td>
<td>Key standards are referenced. Lesson is guided by standards.</td>
<td></td>
</tr>
<tr>
<td>Formative and Summative Assessment</td>
<td>Assessment is unrelated to objectives and standards.</td>
<td>Assessment is somewhat related to objectives and standards. Assessment is not appropriate for all students' learning styles and strengths.</td>
<td>Assessment is related to objectives and standards. Assessment is less accessible for students with certain learning styles and strengths.</td>
<td>Assessment is directly related to objectives and standards. Assessment provides opportunities for students with varying learning styles and strengths to excel.</td>
<td></td>
</tr>
<tr>
<td>Mechanics</td>
<td>Spelling and grammar are unacceptable.</td>
<td>The lesson plan contains many spelling and grammar errors.</td>
<td>The lesson plan contains few spelling and grammar errors.</td>
<td>Spelling and grammar in lesson plan are flawless.</td>
<td></td>
</tr>
<tr>
<td>Grade Level</td>
<td>Objectives and activities</td>
<td>Some, but not all,</td>
<td>Most objectives and</td>
<td>All objectives and</td>
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</tr>
<tr>
<td></td>
<td>Emergent</td>
<td>Developing</td>
<td>Proficient</td>
<td>Accomplished</td>
<td>Score/Level</td>
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<td>--------------</td>
</tr>
<tr>
<td>Appropriateness</td>
<td>are inappropriate for the intended grade level.</td>
<td>objectives and activities are appropriate for the intended grade level.</td>
<td>activities are appropriate for the intended grade level.</td>
<td>activities are appropriate for the intended grade level.</td>
<td></td>
</tr>
<tr>
<td>Time Allotment</td>
<td>Objectives are not accomplishable for most students in the time allotted.</td>
<td>Objectives may not all be accomplishable for many students in the time allotted.</td>
<td>Objectives are accomplishable by almost all students in the time allotted.</td>
<td>Objectives are accomplishable in the time allotted for all students.</td>
<td></td>
</tr>
</tbody>
</table>
Prior Approval for Leave Form

This form must be returned to the School of Education, Camp Hall, Room 121 and approved two weeks prior to being absent from Student Teaching. If an emergency arises, the form may be completed on return. Contact will be made only if absence is not approved.

Student Teacher Name__________________________ Date of request________

Please give the release date(s) requested_____________ ____________, and
state the reason for permission to be released from Student Teaching.

____________________________________________________________________

____________________________________________________________________

____________________________________________________________________

____________________________________________________________________

*******************************************************************************

__________________________  __________________________
Cooperating Teacher        University Supervisor

__________________________  __________________________
Principal/Designee, Student Teaching Site  Student Teacher

 ____________________________
is authorized to be absent from Student Teaching on__________________________ (Date/Time) to go to

 ____________________________ (Destination).

__________________________  __________________________
Program Area Coordinator

Revised August 2012
## Improvement Plan

**Teacher Candidate**  
________________________

**Cooperating Teacher**  
________________________

**University Supervisor**  
________________________

**Specific Concern(s)**

<table>
<thead>
<tr>
<th>Required Actions</th>
<th>Target Date</th>
<th>Assessment Method and Criteria</th>
<th>Evaluator(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

Adapted from *Maximum Mentoring: An Action Guide For Teacher Trainers and Cooperating Teachers* by Rudney/Guillaume.  

### Signatures:

**University Supervisor**  
________________________

**Cooperating Teacher**  
________________________

**Student Teacher**  
________________________

*Revised August 2012*
Improvement Plan

Specific Concern(s)
Lack of preparation and tardiness
Planning and delivery of lessons

Plan for improvement

<table>
<thead>
<tr>
<th>Required Actions</th>
<th>Target Date</th>
<th>Assessment Method and Criteria</th>
<th>Evaluator(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eliminate Tardiness</td>
<td>Review in two weeks</td>
<td>Recorded Observations. Must be on time every day to every class.</td>
<td>Cooperating Teacher</td>
</tr>
<tr>
<td>Two days before teaching a lesson submit lesson plan in the morning</td>
<td>Review in two weeks</td>
<td>Lesson plan reviewed daily. It must be clear, detailed, and focused on appropriate objectives.</td>
<td>Cooperating Teacher (daily)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>University Supervisor (Each week)</td>
</tr>
<tr>
<td>Discuss plans with Cooperating Teacher and incorporate suggestion or requests</td>
<td>Review in two weeks</td>
<td>Lesson observation. Suggestions must be evident. Evidence of reduced student misbehavior(time on task) and achievement of student learning(complete lesson plans)</td>
<td>Cooperating Teacher (daily)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>University Supervisor (Each week)</td>
</tr>
</tbody>
</table>


Signatures:

University
Supervisor______________________________

Cooperating
Teacher________________________________

Teacher Candidate___________________________

Revised August 2012