

Clinical Competency Inventory (CCI; ver3.4)

Evaluation of Clinical Interns During Clinical Practice

Instructions and Overview

Introduction

This performance-based observational instrument, the Clinical Competency Inventory, has been designed to provide actionable feedback on the progress of individual teacher candidates (also referred to as clinical interns) who are completing their Clinical Practice (student teaching) internship. The CCI is a standards-based assessment rubric that measures key competencies aligned to the 2013 InTASC standards, 2014 New Jersey Professional Standards for Teachers, and the current Educative Teacher Performance Assessment (edTPA) rubrics that are required of all teacher candidates prior to being recommended for certification. The CCI specifies the defining set of competencies that preservice teachers must demonstrate before being recommended for certification in the State of New Jersey.

Some competencies may not be observable and usually start with the phrase, “Provides evidence of.” It is expected that the candidate will bring evidence/artifacts of these competencies to the final evaluation conference.

The CCI was designed to formally assess competencies and provide feedback to the clinical intern during Clinical Practice II (CP2; full-time student teaching). It is to be used as a formative assessment at the midpoint of CP2 (February), as well as a summative assessment at the end of CP2 (April/May). It should be used in conjunction with the Observation and Conference Report (OCR) that is aligned with the CCI. The OCR focuses on the quality of individual lessons being observed; whereas the CCI is meant to be a cumulative assessment of competencies that the clinical supervisor and cooperating teacher have observed over the course of the internship. The CCI should be introduced at the beginning of Clinical Practice to guide the development of the clinical intern and to provide feedback on the candidate’s strengths and areas in need of improvement.

The procedures for using the CCI are as follows:

- 1) At the start of the year-long Clinical Practice internship, the clinical intern conducts an initial pre-assessment/self-evaluation by completing the CCI. This will help guide the intern’s goals and progress.
- 2) At the first visit of Clinical Practice I, the clinical supervisor reviews the Observation and Conference Report (OCR) and Clinical Competency Inventory (CCI) with the clinical intern and cooperating teacher. The OCR is used to document and provide feedback to the intern on individual lessons throughout Clinical Practice. The CCI is used as an evaluative tool during Clinical Practice II.
- 3) During the second or third month of Clinical Practice I (October/November), the clinical supervisor and cooperating teacher observe the clinical intern and complete the OCR independently. They discuss with the intern what they observed along with each of the 11 standards, as well as specify areas of strength and areas for improvement.
- 4) During Clinical Practice II, the clinical supervisor and cooperating teacher observe the clinical intern and complete the OCR independently. They discuss with the intern what they observed along with each of the 11 standards, as well as specify areas of strength and areas for improvement.
- 5) At the midpoint of CP2 (mid-/late February), the clinical supervisor and cooperating teacher complete the CCI independently. They hold a midpoint conference with the clinical intern to discuss their CCI ratings and comments.
- 6) At the completion of the internship (late April/early May), the clinical supervisor and cooperating teacher complete the CCI independently. They hold a final conference with the clinical intern to discuss their final CCI ratings and comments.
- 7) At the very end of Clinical Practice II, the clinical intern conducts a final post-assessment/self-evaluation by completing the CCI. This will help guide the intern’s future goals and progress.

Scoring

The following rating scale will be used to score each clinical intern. For the **formative/midpoint CCI evaluation**, the **required benchmark** for a clinical intern to proceed with the second half of Clinical Practice II without any required interventions/additional supports is **2.50**. For the **summative/final CCI evaluation**, the **required benchmark** for a clinical intern to be recommended for certification is **3.00**.

It is *not* expected that the intern earns ratings of proficiency (3.0) or greater prior to Clinical Practice II.

4: Advanced Proficient (Exemplary Practice) – The clinical intern demonstrates exemplary practice in: 1) integrating content knowledge with application; 2) lesson planning and implementation of daily instruction; 3) organizational and classroom management skills; 4) using assessment to inform instruction; and 5) adapting instruction to meet the needs of all children.

Recommended point value: 3.5 - 4.0.

3: Proficient (Basic Competence) – The clinical intern demonstrates basic competence in: 1) integrating content knowledge with application; 2) lesson planning and implementation of daily instruction; 3) organizational and classroom management skills; 4) using assessment to inform instruction; and 5) adapting instruction to meet the needs of all children.

Recommended point value: 2.75 - 3.4.

2: Novice (Limited Competence) – The clinical intern continues to need assistance in: 1) integrating content knowledge with application; 2) lesson planning and implementation of daily instruction; 3) organizational and classroom management skills; 4) using assessment to inform instruction; and 5) adapting instruction to meet the needs of all children.

Recommended point value: 1.5 - 2.74.

1: Emergent (Exhibits Difficulty) – The clinical intern exhibits difficulty in: 1) integrating content knowledge with application; 2) lesson planning and implementation of daily instruction; 3) organizational and classroom management skills; 4) using assessment to inform instruction; and 5) adapting instruction to meet the needs of all children.

Recommended point value: 0 - 1.4.

Not Observed – **This CANNOT be used for the summative/final evaluation.** If you did not observe a specific indicator in the classroom, please obtain additional evidence from the clinical intern demonstrating competency in that area. If you have a question or reservation, please insert a comment explaining your concerns. If you are observing a K-3 classroom, obtain approval to skip certain competencies and leave them blank.

For the Final Assessment, please rate all 34 indicators if you can. Use the following scale to assess the candidate (this scale will not be accurate if you skip any item): Advanced Proficient (4) = 136 points; Proficient (3) = 102 points; Novice (2) = 68 points; Emergent (1) = 34 points.

IF ALL INDICATORS ARE USED, A CLINICAL INTERN NEEDS AT LEAST 102 POINTS (3.00 AVERAGE) TO BE RECOMMENDED FOR CERTIFICATION. DO NOT COUNT ANY ITEMS YOU DID NOT OBSERVE.

If you did not score all 34 indicators, please calculate the overall score by adding up all points earned and dividing the total points earned by the number of indicators actually scored (total points earned ÷ # of indicators you rated).

Schedule for administering the CCI:

Early September: Clinical intern completes an initial pre-assessment/self-evaluation CCI;

Mid-/Late February: Supervisor and cooperating teacher complete separate formative/midpoint CCIs; and

Late April/Early May: Intern, supervisor, and cooperating teacher complete separate summative/final CCIs.

**Ramapo College of New Jersey
Teacher Education and Certification Program**

Clinical Competency Inventory (CCI)

This form is designed to provide feedback for the clinical intern and RCNJ's teacher education program. Please fill out this cover page completely, bubbling all appropriate descriptors. This composite information will be used for tracking our interns and statistical analysis of our teacher education programs.

Clinical Intern's Name: _____ Date: _____

Cooperating Teacher's Name: _____

Clinical Supervisor's Name: _____

School/School District: _____

Subject(s)/Grade Level(s): _____

Semester: Spring _____ Fall _____

Evaluation: Pre-/self-assessment Midpoint Final or Post-/self-assessment

Evaluator: Self Clinical Supervisor Cooperating Teacher

Instructions for the following pages: Please circle/bubble/highlight the rating for each performance indicator listed below, with Advanced Proficient indicating the HIGHEST competency and Emergent indicating the LOWEST competency for each criterion.

Performance in each area is rated as follows: 4: Advanced Proficient
 3: Proficient
 2: Novice
 1: Emergent

Your comments for each standard are also requested, specifically for those indicators with very low (1 – emergent) or very high (4 – advanced proficient) ratings. Please use the space provided beneath each indicator in the far-left column or any white areas. Please do not write in the shaded areas.

After discussion with the clinical intern, all parties should sign below to indicate that ratings and feedback were reviewed. Signatures do not denote agreement regarding the evaluation, rather it confirms that a conversation regarding the evaluation has taken place.

Overall Evaluation: Advanced Proficient Proficient Novice Emergent

Signature of Clinical Supervisor: _____

Signature of Cooperating Teacher: _____

Signature of Clinical Intern: _____

Standard 1: Learner Development

The clinical intern shall understand how learners grow and develop, recognizing that patterns of learning and development vary individually within and across the cognitive, linguistic, social, emotional, and physical areas, and designs and implements developmentally appropriate and challenging learning experiences.

1.1 The clinical intern designs and implements lessons that are developmentally appropriate so that all learners can learn.

Advanced Proficient	Proficient	Novice	Emergent	Not Observed
<p>The clinical intern's lessons:</p> <ul style="list-style-type: none"> • Contain objectives and activities that are at the appropriate developmental level for individual and groups of learners (neither too hard nor too easy); • Accommodates individual developmental differences in the instructional activities by differentiating instruction; • Account for each learners' background knowledge, and builds on their personal, cultural, family and community assets, strengths and needs; • Are cognitively challenging for all learners; • Are directly aligned to standards. 	<p>The clinical intern's lessons:</p> <ul style="list-style-type: none"> • Contain objectives and activities that are at the appropriate developmental level for all learners (neither too hard nor too easy); • Address individual developmental differences in the instructional activities by differentiating instruction; • Account for learners' background knowledge, and builds on their personal, cultural, family and community assets, strengths and needs; • Are cognitively challenging for all learners; • Are aligned to standards. 	<p>The clinical intern's lessons:</p> <ul style="list-style-type: none"> • Contain some objectives and activities that are at the appropriate developmental level for all learners (some are too hard or too easy); • Contain objectives that are not written; • Show some effort to differentiate instruction but needs improvement; • Are loosely aligned to standards. 	<p>The clinical intern's lessons:</p> <ul style="list-style-type: none"> • Contain activities that are not at the appropriate developmental level for all learners (they are either too hard or too easy); • Contain objectives that are not written correctly; • Are not cognitively challenging; • Are not aligned to standards. 	

1.2 The clinical intern interacts with learners in an appropriate manner with sensitivity to cognitive, cultural, developmental, emotional, linguistic, physical, and social differences.

Advanced Proficient	Proficient	Novice	Emergent	Not Observed
<p>The clinical intern interacts with learners in a manner that:</p> <ul style="list-style-type: none"> • Acknowledges developmental and cognitive differences of all learners in the learning environment through implementation of supportive discourse and accommodations; • Encourages intentional academic conversation and differentiates for linguistic and developmental differences in language development; • Honors the emotional, physical, social, and cultural differences of all learners; • Respects all learners in the learning environment through verbal and nonverbal interactions. 	<p>The clinical intern interacts with learners in a manner that:</p> <ul style="list-style-type: none"> • Encourages academic conversation and differentiates for linguistic and developmental differences in language development; • Honors emotional, physical, social, and cultural differences of all learners; • Respects all learners in the learning environment through verbal and nonverbal interactions. 	<p>The clinical intern interacts with learners in a manner that:</p> <ul style="list-style-type: none"> • Uses academic conversation at times; • Respects cultural differences of most learners; • Tries to establish a supportive environment through verbal and nonverbal interactions but needs some feedback. 	<p>The clinical intern interacts with learners in a manner that:</p> <ul style="list-style-type: none"> • Shows limited sensitivity to cultural and academic differences of students; • Shows limited awareness of verbal and nonverbal messages being sent to students in the learning environment. 	

Standard 1 (Learner Development) Comments:

Standard 2: Learning Differences

The clinical intern uses understanding of individual differences and diverse cultures and communities to ensure inclusive learning environments that enable each learner to meet high standards.

2.1 The clinical intern designs and implements instruction to ensure an inclusive learning environment where individual needs and differences are respected and met.

Advanced Proficient	Proficient	Novice	Emergent	Not Observed
<p>The clinical intern's lessons include:</p> <ul style="list-style-type: none"> • Developmentally appropriate activities that accommodate individual differences of learners and allows them to succeed; • Strategies that differentiate the delivery of instruction based on prior knowledge and experiences of all learners; • Assessments that are differentiated to allow each learner to demonstrate their understanding of content. 	<p>The clinical intern's lessons include:</p> <ul style="list-style-type: none"> • Many activities that differentiate the delivery of instruction based on needs of learners; • Strategies that support a learning environment that allow all students to succeed; • Assessments that accommodate the needs of all learners. 	<p>The clinical intern's lessons:</p> <ul style="list-style-type: none"> • Try to support a learning environment that allows all students to succeed, but needs to include more individualized accommodations for learners. 	<p>The clinical intern's lessons:</p> <ul style="list-style-type: none"> • Provide the same strategies for all students and not taking into account learning differences. 	

2.2 The clinical intern reflects upon their own personal biases and as a result thoughtfully includes diverse cultures, communities, and perspectives into the lesson.

Advanced Proficient	Proficient	Novice	Emergent	Not Observed
<p>The clinical intern reflects on their own personal biases and engages in meaningful lessons that:</p> <ul style="list-style-type: none"> • Reflect the diversity of students, their families, culture and communities; • Incorporate students' interests and cultural heritage; • Analyze content that addresses cultural issues relevant to students' identity and provides opportunities for student engagement and exploration; • Relate content from various perspectives to inform students that history and current events can be seen through multifaceted lens; • Foster an inclusive learning community with clear and explicit guidelines and shared expectations. 	<p>The clinical intern reflects on their own personal biases and engages in meaningful lessons that:</p> <ul style="list-style-type: none"> • Reflect the diversity of students, their families, and their communities; • Incorporate students' interests and cultural heritage; • Illustrate and discuss content that addresses cultural issues relevant to students' identity; • Establish an inclusive learning community with clear and explicit guidelines and expectations. 	<p>The clinical intern engages in activities that:</p> <ul style="list-style-type: none"> • Focus on holidays and peripheral content related to students' cultural backgrounds; • Incorporate students' cultural heritage. 	<p>The clinical intern engages in activities that:</p> <ul style="list-style-type: none"> • Lack sensitivity to the diversity of students, families, or the surrounding community; • Are devoid of any diverse content or perspective. 	

2.3 The clinical intern creates a learning community where individual language development needs and differences are respected and met (e.g., ELL, ASL, other).

Advanced Proficient	Proficient	Novice	Emergent	Not Observed
<p>The clinical intern:</p> <ul style="list-style-type: none"> • Supports learners through individualized and differentiated language development strategies; • Provides learners with vocabulary reinforcement and modifications; • Encourages learners to engage in discussions at levels consistent with the learners' current language proficiency level; • Uses varied and differentiated language strategies to support learners. 	<p>The clinical intern:</p> <ul style="list-style-type: none"> • Supports learners in language development; • Provides learners with vocabulary reinforcement; • Encourages learners to engage in discussions at levels consistent with learners' current language proficiency level; • Uses language strategies to support learners. 	<p>The clinical intern:</p> <ul style="list-style-type: none"> • Engages in discussions that are at appropriate levels of the learners' language proficiency, and involve more than one-word responses; • Occasionally uses language strategies to support learners; • Provides rudimentary support to learners in language development. 	<p>The clinical intern:</p> <ul style="list-style-type: none"> • Engages learners in limited one-word responses most of the time; • Does not provide any accommodations to learners' language proficiency; • Struggles to provide academic support to the learners' language proficiency level. 	

Standard 2 (Learning Differences) Comments:

Standard 3: Learning Environment

The clinical intern works with others (learners, families, and colleagues) to create environments that support individual and collaborative learning, and that encourage positive social interaction, active engagement in learning, and self-motivation.

3.1 The clinical intern demonstrates general warmth, caring and respect towards learners through verbal/nonverbal communication.

Advanced Proficient	Proficient	Novice	Emergent	Not Observed
<p>The clinical intern:</p> <ul style="list-style-type: none"> • Listens carefully to individual perspectives of learners; • Responds respectfully to learners from all cultures and communities; • Gives learners a chance to answer with adequate wait time; • Shows warmth and caring in tone and actions; • Fosters positive social interactions among all members of the learning community, including families. 	<p>The clinical intern:</p> <ul style="list-style-type: none"> • Listens carefully to individual perspectives of learners; • Responds respectfully to learners from all cultures and communities; • Gives learners a chance to answer with adequate wait time; • Shows a warmth and caring in tone and actions. 	<p>The clinical intern:</p> <ul style="list-style-type: none"> • Listens carefully to learners; • Responds respectfully; • Responds neutrally in tone. 	<p>The clinical intern:</p> <ul style="list-style-type: none"> • Does not listen carefully to learners; • Does not demonstrate a caring attitude. 	

3.2 Through collaboration with students, colleagues, and families, the clinical intern uses a variety of effective management techniques in the learning environment.

Advanced Proficient	Proficient	Novice	Emergent	Not Observed
<p>The clinical intern manages the class by:</p> <ul style="list-style-type: none"> • Collaboratively developing and enforcing effective routines and guidelines; • Engaging in positive and supportive teacher-student interactions and fostering effective student-student interactions; • Creating a positive, low risk learning environment that promotes mutual respect among students; • Implementing smooth transitions; • Effectively implementing a variety of groupings and activities that foster individual and collaborative learning; • In consultation with the cooperating teacher, communicates, when appropriate and possible, with families for effective management of the learning environment. 	<p>The clinical intern manages the class by:</p> <ul style="list-style-type: none"> • Enforcing effective routines and guidelines; • Engaging in positive and supportive student-teacher interactions and fostering student-student interactions; • Creating a positive, low risk learning environment that promotes mutual respect among students. 	<p>The clinical intern manages the class by:</p> <ul style="list-style-type: none"> • Developing effective routines and guidelines; • Engaging in positive and supportive student-teacher interactions. 	<p>The clinical intern struggles with management techniques and enforcing routines and guidelines.</p>	

3.3 Learners are actively participating and engaged in the lesson.

Advanced Proficient	Proficient	Novice	Emergent	Not Observed
<p>Learners are highly engaged in the lesson by:</p> <ul style="list-style-type: none"> • Applying the content through hands-on activities; • Discussing and actively participating through further developing peers' responses; • Displaying interest, enthusiasm, and self-motivation; • Being actively engaged in independent and collaborative lesson activities. 	<p>Learners are engaged in the lesson by:</p> <ul style="list-style-type: none"> • Applying the content through hands-on activities; • Discussing and actively participating; • Displaying interest, enthusiasm, and self-motivation. 	<p>Learners are somewhat engaged in the lesson by:</p> <ul style="list-style-type: none"> • Discussing; • Participating; • Raising their hands; • Paying attention during the class activity. 	<p>Learners are not engaged in the lesson:</p> <ul style="list-style-type: none"> • Learners are distracted and not paying attention. 	

3.4 Learners are engaged in positive peer relationships through instructional activities.

Advanced Proficient	Proficient	Novice	Emergent	Not Observed
<p>Learners are:</p> <ul style="list-style-type: none"> • Collaborating with peers in challenging and relevant activities; • Actively discussing with peers; • Coaching/mentoring a peer; • Consistently engaged in positive peer interactions; • Positively supporting each other’s cognitive, cultural, developmental, emotional, linguistic, physical, and social differences. 	<p>Learners are:</p> <ul style="list-style-type: none"> • Collaborating with peers; • Actively discussing with peers; • Coaching/mentoring a peer; • Engaged in positive peer interactions. 	<p>Learners need to:</p> <ul style="list-style-type: none"> • Collaborate with peers frequently; • Actively discuss with peers. 	<p>There is very little collaboration taking place in the lesson, which would enhance positive peer relationships.</p>	

Standard 3 (Learning Environment) Comments:

Standard 4: Content Knowledge

The clinical intern understands the central concepts, tools of inquiry, and structures of the discipline(s) they teach and creates learning experiences that make these aspects of the discipline accessible and meaningful for learners to assure mastery of the content.

4.1 The clinical intern designs and implements lessons that demonstrate knowledge and command of the subject matter.

Advanced Proficient	Proficient	Novice	Emergent	Not Observed
<p>The clinical intern:</p> <ul style="list-style-type: none"> • Relates content to prior student knowledge; • Uses effective explanations of key disciplinary concepts; • Uses teaching strategies that foster the understanding of key disciplinary concepts that meets the needs of all learners; • Demonstrates a deep and broad command of the subject matter; • Incorporates the appropriate standard(s) in the lessons; • Teaches the disciplinary vocabulary words associated with the content; • Makes the content accessible and relevant to the experiences, prior knowledge, and background of all learners. 	<p>The clinical intern:</p> <ul style="list-style-type: none"> • Relates content to prior student knowledge; • Uses effective explanations of key disciplinary concepts; • Uses teaching strategies that foster the understanding of key disciplinary concepts; • Demonstrates a deep and broad command of the subject matter; • Incorporates the appropriate standard(s) in the lessons; • Makes the content relevant to everyday life and experiences of the learner. 	<p>The clinical intern:</p> <ul style="list-style-type: none"> • Uses teaching strategies that foster the understanding of key disciplinary concepts; • Demonstrates a rudimentary command of the subject matter; • Incorporates appropriate standard(s) in the lessons. 	<p>The clinical intern:</p> <ul style="list-style-type: none"> • Lacks command of the subject matter; • Has not consistently aligned the lesson with any standards; • Has provided limited meaningful context to help learners understand why it is necessary and important to learn the content. 	

4.2 The clinical intern designs and implements lessons that allow learners to demonstrate development of critical thinking and problem solving within the content area.

Advanced Proficient	Proficient	Novice	Emergent	Not Observed
<p>Learners demonstrate the development of their critical thinking and problem solving skills within the content area through:</p> <ul style="list-style-type: none"> • Responses to higher order thinking questions raised by the clinical intern; • Questions generated by the learners that demonstrate critical thinking skills; • Activities and strategies that engage them in relevant and meaningful critical thinking and problem solving activities related to their own background; • Their ability to apply key concepts in the discipline to the learners' own experiences; • Responses written and/or oral to critical thinking and problem solving assignments. 	<p>Learners demonstrate the development of their critical thinking and problem solving skills within the content area through:</p> <ul style="list-style-type: none"> • Responses to higher order thinking questions raised by the clinical intern; • Activities and strategies that engage them in relevant and meaningful critical thinking and problem solving in the content area; • Responses written and oral to critical thinking and problem solving assignments. 	<p>Learners need to develop further their critical thinking and problem solving skills within the content area by the clinical intern providing:</p> <ul style="list-style-type: none"> • More activities and strategies to engage learners in critical thinking and problem solving in the content area; • More activities and strategies to encourage learners to think critically and solve problems. 	<ul style="list-style-type: none"> • Activities are very low level and do not push the learners to problem solve or think critically. 	

4.3 The clinical intern integrates reading, writing, speaking and listening.

Advanced Proficient	Proficient	Novice	Emergent	Not Observed
<p>The clinical intern:</p> <ul style="list-style-type: none"> • Uses resources from a variety of diverse perspectives to teach literacy in the content areas; • Stresses comprehension of text through strategy instruction; • Facilitates rich text-based discussions and/or writing through specific, thought-provoking questions about the content; • Uses age appropriate strategies that promote learners’ literacy development in the content areas; • Focuses instruction equally on narrative and informational text that relates to students’ interests and background experiences. 	<p>The clinical intern:</p> <ul style="list-style-type: none"> • Uses a variety of resources to teach literacy in the content areas; • Stresses comprehension of text; • Facilitates rich text-based discussions and/or writing; • Uses age appropriate literacy strategies to promote learners’ literacy development in the content areas; • Focuses instruction equally on narrative and informational text. 	<p>The clinical intern:</p> <ul style="list-style-type: none"> • Tends to use limited resources to teach literacy in the content areas; • Tends not to stress comprehension; • Should incorporate more age-appropriate literacy strategies; • Should incorporate more text-based discussions and writing to reinforce literacy. 	<p>The clinical intern:</p> <ul style="list-style-type: none"> • Does not use a variety of resources to teach literacy in the content areas; • Rarely emphasizes comprehension; • Does not use age-appropriate content-specific literacy strategies. 	

Standard 4 (Content Knowledge) Comments:

Standard 5: Application of Content

The clinical intern understands how to connect concepts and use differing perspectives to engage learners in critical thinking, creativity, and collaborative problem solving related to authentic local and global issues.

5.1 The clinical intern implements learning experiences that allow learners to integrate knowledge from several content areas that reflect a diverse perspective within the curriculum.

Advanced Proficient	Proficient	Novice	Emergent	Not Observed
<p>The clinical intern implements learning experiences that:</p> <ul style="list-style-type: none"> • Are meaningful and connect the content to concepts, issues and relevant ideas from other content area(s); • Actively engage learners in applying concepts and ideas from their own background to the topic being discussed or studied; • Provide opportunities for learners to use interdisciplinary concepts to help solve problems. 	<p>The clinical intern implements learning experiences that:</p> <ul style="list-style-type: none"> • Connect the content to concepts, issues and relevant ideas from other content area(s); • Have learners actively engaged in applying concepts and ideas from their own background and other content areas. 	<p>The clinical intern's lessons:</p> <ul style="list-style-type: none"> • Tend to focus on one content area only with little connection to other disciplines; • Have learners engaged in applying concepts and ideas from another content area. 	<p>The clinical intern focuses solely on one content area with no connection to other disciplines, and does not provide any opportunity for learners to apply concepts and ideas.</p>	

5.2 The clinical intern implements learning experiences that allow learners to apply content knowledge to solve real world problems through collaboration.

Advanced Proficient	Proficient	Novice	Emergent	Not Observed
<p>Learners are actively involved in:</p> <ul style="list-style-type: none"> • Exploring and/or researching different alternatives and perspectives to solving a problem; • Working collaboratively in a group; • Applying content knowledge to solving a problem; • Using critical thinking and creativity to generate new ideas and novel approaches to solving a problem. 	<p>Learners are actively involved in:</p> <ul style="list-style-type: none"> • Exploring and/or researching different alternatives and perspectives to solving a problem; • Working collaboratively in a group; • Applying content knowledge to solving a problem. 	<ul style="list-style-type: none"> • Learners are working predominantly from a single resource and occasionally working collaboratively in a group; • There is little evidence learners are trying to solve real world problems. 	<ul style="list-style-type: none"> • Learners are working exclusively from a single resource, or answering lower level questions; • There is no group collaboration nor are learners solving real world problems. 	

5.3 Learners use current resources that reflect diverse perspectives for content exploration, which includes technological applications.

Advanced Proficient	Proficient	Novice	Emergent	Not Observed
<p>Learners are:</p> <ul style="list-style-type: none"> • Using a wide variety of diverse resources including technology to explore different perspectives on the content being studied and to help solve a problem; • Engaged in discovering and integrating new perspectives and knowledge in the exploration/research of the content; • Using current events and technological applications for exploration and research of the content. 	<p>Learners are:</p> <ul style="list-style-type: none"> • Using a variety of diverse resources including technology to explore perspectives and content to help solve a problem; • Engaged in discovering new resources available for the exploration of the content; • Using current events and technological resources for content exploration. 	<p>Learners are using a few different resources such as laptops and books for content research.</p>	<p>Learners are only using a single resource to explore the content. There is little technology integration or use of varied resources if technology is not available.</p>	

5.4 Learners apply their content knowledge through a variety of forms such as oral, written, and/or technological presentations.

Advanced Proficient	Proficient	Novice	Emergent	Not Observed
<p>Learners apply their content knowledge by:</p> <ul style="list-style-type: none"> • Telling a story, recounting an experience or reporting on a topic, with appropriate sequencing of ideas and using appropriate facts and details; • Engaging in collaborative discussions; • Presenting their ideas in a variety of ways including drawings, hands-on projects, multimedia presentations, group presentations. 	<p>Learners apply their content knowledge by:</p> <ul style="list-style-type: none"> • Telling a story, recounting an experience or writing on a topic; • Engaging in collaborative discussions; • Presenting their ideas/research in a variety of ways. 	<p>Learners predominantly apply their content knowledge through written reports, oral presentations and tests. More varied presentations with use of technology, if available, is recommended.</p>	<p>Learners apply their content knowledge through writing and quizzes or tests. There is little variety in terms of how they present their knowledge.</p>	

5.5 Learners are engaged in literacy activities within content areas.

Advanced Proficient	Proficient	Novice	Emergent	Not Observed
<p>Learners are engaged in:</p> <ul style="list-style-type: none"> • Reading a variety of diverse informational texts; • Using comprehension strategies to help make meaning; • Comparing concepts on the same theme and drawing conclusions; • Writing about and/or discussing the content using evidence from the text to support ideas; • Learning content vocabulary; • Listening to others' research and/or presentations and commenting on it. 	<p>Learners are engaged in:</p> <ul style="list-style-type: none"> • Reading a variety of diverse informational texts; • Comparing multiple sources of texts; • Using comprehension to help make meaning; • Writing about the content area; • Learning vocabulary; • Listening to others' research and/or presentations. 	<p>Learners are:</p> <ul style="list-style-type: none"> • Mostly reading the same textbook and a few supplemental resources; • Writing essays that are based on textbook readings and some outside sources; • Learning the vocabulary words from the textbook and writing essays about topics from the textbook. 	<p>Learners are:</p> <ul style="list-style-type: none"> • Using their textbook only and using it as the primary source for learning the content. • Not being taught about how to comprehend informational text nor how to draw evidence from the text to support answers. 	

5.6 Learners are engaged in inclusive and relevant activities that promote and value the development of quantitative reasoning within content areas.

Advanced Proficient	Proficient	Novice	Emergent	Not Observed
<p>Learners are engaged in:</p> <ul style="list-style-type: none"> • Interpreting visual representations that are appropriate to the content; • Using concrete examples and manipulatives to solve problems, when appropriate; • Applying mathematical modeling/reasoning to explore the content area; • Exploring quantitative reasoning when reading a variety of diverse resources; • Discussing the value of quantitative reasoning to different content areas such as the arts; • Collaborative problem solving. 	<p>Learners are engaged in:</p> <ul style="list-style-type: none"> • Interpreting visual representations related to the content; • Using concrete examples in mathematics to solve problems; • Exploring quantitative reasoning when reading a variety of resources; • Discussing the value of quantitative reasoning; • Working in groups to problem solve. 	<p>Learners use quantitative reasoning occasionally to explore a content area, especially science;</p> <ul style="list-style-type: none"> • Little effort is made to have learners explore quantitative reasoning in other fields, such as English/Language Arts or Social Studies. 	<p>Learners are engaged in quantitative reasoning in mathematics lessons only;</p> <ul style="list-style-type: none"> • There is not any integration into any other content area. 	

Standard 5 (Application of Content) Comments:

Standard 6: Assessment

The clinical intern understands and uses multiple methods of assessment to engage learners in their own growth, to monitor learner progress, and to guide the clinical intern's and learner's decision making.

6.1 The clinical intern designs appropriate formative and summative assessments that are aligned with learning objectives.

Advanced Proficient	Proficient	Novice	Emergent	Not Observed
<p>The lesson plans contain:</p> <ul style="list-style-type: none"> • A clear assessment strategy for how each objective will be evaluated; • Rubrics and/or criteria that are designed specifically for each objective; • Multiple formative assessments that are built into the lesson to monitor learners' progress and inform instruction; • A measure or method of collecting data for each objective; • A benchmark for measuring achievement for each objective. 	<p>The lesson plans contain:</p> <ul style="list-style-type: none"> • An assessment to evaluate each objective; • A rubric that is designed to measure objectives; • A few formative assessments that monitor learners' progress; • A benchmark for measuring achievement. 	<p>The lesson plans contain:</p> <ul style="list-style-type: none"> • A general assessment to evaluate the students; • General rubrics, which need more specific criteria and alignment with the objectives/outcomes; • A few formative assessments to monitor learners' progress. 	<p>The lesson plans contain a very general method of assessment that tends to be predominantly quizzes and tests.</p>	

6.2 The clinical intern provides meaningful and specific feedback to learners to improve their learning.

Advanced Proficient	Proficient	Novice	Emergent	Not Observed
<p>The clinical intern:</p> <ul style="list-style-type: none"> • Uses assessment data to differentiate instruction based on learners’ needs; • Uses assessment data to provide feedback to learners in a positive manner; • Targets the feedback on specific objectives to help increase achievement; • Works with learners to help them understand their own performance and if possible, establish their own learning goals; • Provides continuous feedback to learners regarding their future learning goals. 	<p>The clinical intern:</p> <ul style="list-style-type: none"> • Uses assessment data to provide feedback to learners in a positive manner; • Works with learners to help them understand their own performance; • Provides feedback to learners on a continual basis. 	<p>The clinical intern:</p> <ul style="list-style-type: none"> • Provides feedback to learners in a positive manner; • Works with learners to help them understand their own performance. 	<p>The clinical intern provides minimal feedback to the learners.</p>	

Standard 6 (Assessment) Comments:

Standard 7: Planning for Instruction

The clinical intern plans instruction that supports every learner in meeting rigorous learning goals by drawing upon knowledge of content areas, curriculum, cross-disciplinary skills, and pedagogy, as well as knowledge of learners and the community context.

7.1 The clinical intern selects a variety of appropriate instructional materials and resources to meet the needs of all learners.

Advanced Proficient	Proficient	Novice	Emergent	Not Observed
<p>The instructional materials and resources used in the lessons:</p> <ul style="list-style-type: none"> • Are well chosen to meet the lesson objectives; • Develop meaningful and deep learning of the content and foster a deep appreciation of different cultures; • Meet the needs of all learners including struggling readers and English Language Learners; • Are at appropriate developmental and reading levels to foster an interest in learning for all learners; • Are a variety (print, video, technology, primary sources, manipulatives). 	<p>The instructional materials and resources used in the lessons:</p> <ul style="list-style-type: none"> • Are well chosen to meet the lesson objectives; • Meet the needs of all learners including struggling readers and English language learners; • Are a variety (print, video, technology, primary sources, manipulatives) other than just the textbook. 	<p>The instructional materials and resources used in the lessons rely predominantly on the textbook and a few supplemental sources of material. A variety of resources are not used and/or the resources do not meet the needs of all learners.</p>	<p>The textbook is used as the only source of material.</p>	

7.2 The clinical intern models and integrates technology using a variety of modalities into the lesson plan to promote effective learning for all learners.

Advanced Proficient	Proficient	Novice	Emergent	Not Observed
<p>The intern implements technology that:</p> <ul style="list-style-type: none"> • Promotes meaningful and deep learning; • Involves the learners who are engaged in using the technology; • Is integral to the learning activities; • Models and applies technology standards to improve learning; • Provides interest and meaning to the learning activities; • Designs authentic learning activities; • Utilizes various modalities in teaching. 	<p>The intern implements technology that:</p> <ul style="list-style-type: none"> • Promotes meaningful learning; • Involves the learners who are engaged in using the technology; • Provides interest and meaning to the learning activities; • Attempts to use various modalities in teaching. 	<p>Technology is predominantly presentations and learners are not engaged in using the technology.</p>	<p>There is little or no technology integration in the lessons.</p>	

7.3 The clinical intern designs and implements effective lessons that follow a carefully sequenced development of rigorous learning goals.

Advanced Proficient	Proficient	Novice	Emergent	Not Observed
<p>The lessons contain:</p> <ul style="list-style-type: none"> • Clear and appropriately written objectives that are aligned to standards; • A well-constructed introduction including a motivating hook and development of background knowledge; • A solid procedure that engages the learner in meaningful and cognitively challenging activities; • A solid conclusion where learners draw conclusions from the material and the clinical intern reviews key concepts; • Multiple assessments of what was learned including the collection of data (quiz results, a rubric score, a checklist score). 	<p>The lessons contain:</p> <ul style="list-style-type: none"> • Appropriately written objectives aligned to standards; • A good introduction which may include a motivating hook and/or development of background knowledge; • A good procedure including engaging activities; • A good conclusion that might include a summary and wrap-up of concepts; • An assessment of what was learned. 	<p>The lessons are not well organized and need a more carefully sequenced development. The lessons do not contain all the elements of a well-constructed lesson plan, missing one of the following: a solid introduction with a motivating hook, a procedure with meaningful learning activities, a good conclusion, and/or assessment of the objectives.</p>	<p>The lessons are not effectively organized and missing several components of a well-constructed lesson plan.</p>	

7.4 The clinical intern's unit has lessons that build on each other to support learning of the essential strategy with clear connections to skills.

Advanced Proficient	Proficient	Novice	Emergent	Not Observed
<p>The unit:</p> <ul style="list-style-type: none"> • Contains a clearly organized and sequential development of content, skills, and knowledge to support student learning; • Shows clear connections to developmental and pedagogical theory; • Has clear connections to skills; • Is developmentally appropriate for the target audience; • Builds on learners' prior knowledge and prerequisite skills and knowledge. 	<p>The unit:</p> <ul style="list-style-type: none"> • Contains a somewhat organized and sequential development of content, skills, and knowledge to support student learning; • Has connections to skills and theory; • Is developmentally appropriate for the target audience; • Addresses learners' prior knowledge. 	<p>The unit:</p> <ul style="list-style-type: none"> • Is out of balance in terms of sequence and development of content, skills, and knowledge; • Needs more definite connection to theory; • Is developmentally appropriate for the target audience. 	<p>The unit:</p> <ul style="list-style-type: none"> • Is not well sequenced; • Needs more definite connection to skills and theory; • Is not developmentally appropriate for the target audience. 	

Standard 7 (Planning for Instruction) Comments:

Standard 8: Instructional Strategies

The clinical intern understands and uses a variety of instructional strategies to encourage learners to develop deep understanding of content areas and their connections, and to build skills to apply knowledge in meaningful ways.

8.1 The clinical intern uses effective questions to facilitate deep understanding of content (i.e., higher order thinking).

Advanced Proficient	Proficient	Novice	Emergent	Not Observed
<p>The clinical intern models and uses a variety of questions throughout the lessons that:</p> <ul style="list-style-type: none"> • Challenge learners cognitively (why, what if, and how questions); • Advance high-level thinking and complex discourse; • Address how the text works (asks questions about text structure, author's purpose, writing style, theme, use of language, etc.); • Ask learners about vocabulary; • Use appropriate academic language for the discipline. 	<p>The clinical intern models and uses a variety of questions throughout the lessons that:</p> <ul style="list-style-type: none"> • Challenge learners cognitively (why, what if, and how questions); • Advance high-level thinking and discourse; • Ask learners about vocabulary words; • Use appropriate academic language for the discipline. 	<p>The clinical intern asks questions throughout the lessons that:</p> <ul style="list-style-type: none"> • Often are "yes" or "no" questions; • Ask learners about vocabulary words; • Do not use correct academic language for the discipline. 	<p>The clinical intern does not ask enough questions throughout the lesson and the questions that are posed are simple recall questions.</p>	

8.2 The clinical interns vary their role in the instructional process in relation to the content (e.g., instructor, facilitator, coach, and participant).

Advanced Proficient	Proficient	Novice	Emergent	Not Observed
<p>The clinical intern engages in a variety of instructional activities that require different teacher-student interactions, such as:</p> <ul style="list-style-type: none"> • Direct instruction to individual, group, and/or full class; • Facilitator and/or coach to small groups or individual learners; • Modeling for demonstration of new skills/processes; • Being a participant during learner presentations. 	<p>The clinical intern engages in a variety of instructional activities that require different teacher-student interactions, such as:</p> <ul style="list-style-type: none"> • Direct instruction to individual, small group, and/or full class; • Facilitator and/or coach to small groups or individual learners; • Being a participant during learner presentations. 	<p>The clinical intern engages in only a few different teacher-student interactions, with the predominant role being direct instruction to the full class.</p>	<p>The clinical intern engages in direct instruction only without varying their role during the lesson.</p>	

8.3 The clinical intern models metacognitive processes to support comprehension of content for every learner.

Advanced Proficient	Proficient	Novice	Emergent	Not Observed
<p>The clinical intern uses the following metacognitive strategies to develop deeper understanding of text/content:</p> <ul style="list-style-type: none"> • Models how to apply a specific strategy/skill before having students practice or apply it; • Articulates own thought processes when using the strategy/skill; • Asks learners to think about and explain the strategies they are using to understand text and/or content. 	<p>The clinical intern uses the following metacognitive strategies to develop deeper understanding of text/content:</p> <ul style="list-style-type: none"> • Models how to apply a specific strategy/skill before having learners practice or apply it; • Articulates own thought processes when using the strategy/skill. 	<p>The clinical intern occasionally models a strategy or skill and does a brief explanation.</p>	<p>The clinical intern provides limited explanation and modeling of a skill before having the learners apply it.</p>	

8.4 The clinical intern/learners use(s) instructional time effectively to achieve learning outcomes.

Advanced Proficient	Proficient	Novice	Emergent	Not Observed
<p>The clinical intern uses allotted time to:</p> <ul style="list-style-type: none"> • Keep learners on-task with cognitively challenging activities; • Minimize time for transitions; • Engage learners in achieving learning outcomes; • Implement an effective lesson with clear and measurable objectives, an introduction, challenging activities, and summary; • Assess the learning outcomes; • Monitor and adjust lessons according to formative assessment, time constraints, and learners' needs. 	<p>The clinical intern uses allotted time to:</p> <ul style="list-style-type: none"> • Keep learners on-task; • Minimize time for transitions; • Engage learners in achieving learning outcomes; • Implement an effective lesson with an introduction, activities, and summary; • Assess the learning outcomes; • Monitor and adjust lessons according to formative assessment and time constraints. 	<p>The clinical intern uses allotted time to:</p> <ul style="list-style-type: none"> • Implement a lesson with an introduction, activities, and summary; • Assess the learning outcomes. 	<p>The clinical intern does not use allotted time effectively to implement an effective lesson and assess the learning outcomes.</p>	

Standard 8 (Instructional Strategies) Comments:

Standard 9: Professional Learning and Ethical Practice

The clinical intern engages in ongoing professional learning and uses evidence to continually evaluate their practice, particularly the effects of their choices and actions on others (learners, families, other professionals, and the community), and adapts practice to meet the needs of each learner.

9.1 The clinical intern provides evidence of reflection on improvement of professional practice in content area(s) and pedagogy.

Advanced Proficient	Proficient	Novice	Emergent	Not Observed
<p>The clinical intern reflects on:</p> <ul style="list-style-type: none"> • How lessons can be improved; • Specific recommendations for future improvement related to standards; • Changes that address learners’ collective learning needs related to the central focus of a unit using principles from research and/or theory; • Examples of how they considered learners’ needs, interests, and skills; • How they can improve their own practice through professional development; • How choices impact others (learners, families, other professionals and the community). 	<p>The clinical intern reflects on:</p> <ul style="list-style-type: none"> • How lessons can be improved; • Recommendations for future improvement related to standards; • Changes to clinical intern practice that are related to student learning needs; • Examples of how they considered learners’ needs, interests, and skills. 	<p>The clinical intern provides a brief reflection on:</p> <ul style="list-style-type: none"> • How lessons can be improved; • Changes to clinical intern practice that are superficially related to student learning needs; • A few recommendations for future growth. 	<p>The clinical intern provides limited reflection on improvement of professional practice.</p>	

9.2 The clinical intern provides evidence of maintaining and analyzing accurate learner records.

Advanced Pproficient	Proficient	Novice	Emergent	Not Observed
<p>The clinical intern provides evidence of:</p> <ul style="list-style-type: none"> • Records with learners’ assessment scores; • Analysis of data; • District policies regarding record keeping; • Records that are organized, current and accessible; • Examples of instruments used for assessment; • Feedback provided to learners and parents regarding learner growth and achievement. 	<p>The clinical intern provides evidence of:</p> <ul style="list-style-type: none"> • Records with learners’ assessment scores; • Analysis of data; • District policies regarding record keeping; • Records that are organized, current and accessible; • Examples of instruments used for assessment. 	<p>The clinical intern provides evidence of:</p> <ul style="list-style-type: none"> • A grade book with learners’ grades; • Records that are somewhat organized, and current; • Examples of instruments used for assessment. 	<p>The clinical intern needs help in maintaining and analyzing accurate learner records.</p>	

Standard 9 (Professional Learning and Ethical Practices) Comments:

Standard 10: Leadership and Collaboration

The clinical intern seeks appropriate leadership roles and opportunities to take responsibility for student learning, to collaborate with learners, families, colleagues, other school professionals, and community members to ensure learner growth, and to advance the profession.

10.1 The clinical intern provides evidence of contributing to school and/or district by voluntarily offering assistance, and participating in school district events, projects, and extracurricular activities.

Advanced Proficient	Proficient	Novice	Emergent	Not Observed
<p>The clinical intern provides evidence of:</p> <ul style="list-style-type: none"> • Actively participating in professional in-service training, school district meetings, conferences, and workshops; • Providing additional assistance to learners through tutoring before or after school; • Participating in school activities such as plays, concerts, trips, sports, and celebrations; • Attending school meetings such as PTA, faculty meetings, and/or parent-teacher conferences. 	<p>The clinical intern provides evidence of:</p> <ul style="list-style-type: none"> • Attending professional in-service training, school district meetings, conferences, and workshops; • Participating in school activities such as plays, concerts, trips, sports, and celebrations; • Attending school meetings such as PTA, faculty meetings, or conferences. 	<p>The clinical intern provides brief evidence of attending school meetings and participating in school events, projects or activities.</p>	<p>The clinical intern does not provide substantial evidence of contributing to the school or district by participating in events, projects, or activities.</p>	

Standard 10 (Leadership and Collaboration) Comments:

Standard 11: Professional Responsibility

Clinical interns shall act in accordance with legal and ethical responsibilities and shall use integrity and fairness to promote the success of all learners.

11.1 Fosters and maintains a learning environment which protects learners from sexually, physically, verbally, or emotionally harassing behavior by acting in a sound, reflective, sensitive, and professionally responsible manner.

Advanced Proficient	Proficient	Novice	Emergent	Not Observed
<p>The clinical intern acts in a professionally responsible manner by:</p> <ul style="list-style-type: none"> • Following the school’s professional code of conduct; • Consistently adhering to school and district policies; • Maintaining professional relationships with learners, colleagues, and families; • Acting in compliance with school board policies for learners and teachers; • Always acting in a sound and professionally responsible manner with learners, families, and community; • Showing respect for each learner as an individual and the class as a whole; • Attending appropriate professional development programs to further learn about current concerns within the schools and community; • Taking responsibility for the learning of all learners; • Advocating for learners; • Deepening their own understanding of their own frame of reference and potential biases. 	<p>The clinical intern acts in a professionally responsible manner by:</p> <ul style="list-style-type: none"> • Following the school’s professional code of conduct; • Consistently adhering to school and district policies; • Maintaining professional relationships with learners and colleagues; • Acting in compliance with school board policies for learners and teachers; • Showing respect for each learner as an individual and the class as a whole. 	<p>The clinical intern needs to improve in one or more of the following:</p> <ul style="list-style-type: none"> • Following the school’s professional code of conduct; • Consistently adhering to school and district policies; • Maintaining professional relationships with learners and colleagues; • Acting in compliance with school board policies for learners and teachers; • Always acting in a sound and professionally responsible manner. 	<p>The clinical intern needs improvement in acting in a professionally responsible manner.</p>	

11.2 The clinical intern exhibits appropriate personal and professional behaviors (e.g. appropriate dress, language and interaction with school personnel, peers and learners).

Advanced Proficient	Proficient	Novice	Emergent	Not Observed
<p>The clinical intern:</p> <ul style="list-style-type: none"> • Adheres to school professional code of conduct; • Maintains a calm and collected demeanor even when under stress; • Dresses professionally; • Is reliable, punctual, and meets deadlines; • Communicates with colleagues and supervisor, families, and others in a professional manner; • Poses and listens to constructive suggestions to enhance the teaching and learning process; • Implements feedback and suggestions to improve practice. 	<p>The clinical intern:</p> <ul style="list-style-type: none"> • Adheres to school professional code of conduct; • Dresses professionally; • Is reliable, punctual, and meets deadlines; • Communicates with colleagues and supervisor in a professional manner; • Implements most suggestions to improve practice. 	<p>The clinical intern usually:</p> <ul style="list-style-type: none"> • Adheres to school professional code of conduct; • Maintains a calm demeanor most of the times; • Dresses professionally; • Is reliable, punctual, and meets most deadlines; • Implements some of the feedback and suggestions to improve practice. 	<p>The clinical intern needs improvement in one or more of the following:</p> <ul style="list-style-type: none"> • Adhering to school professional code of conduct; • Maintaining a calm demeanor even when under stress; • Dressing professionally; • Being reliable, punctual, and meeting deadlines; • Communicating with colleagues in a professional manner; • Implementing feedback and suggestions to improve practice. 	

11.3 The clinical intern demonstrates effective reading, writing, speaking, mathematics, and technology skills required of a professional.

Advanced Proficient	Proficient	Novice	Emergent	Not Observed
<p>The clinical intern:</p> <ul style="list-style-type: none"> • Writes in clear, well-constructed communication that is free of spelling and grammatical errors; • Writes in an effective and professional manner; • Speaks clearly and articulately in a manner that is professional and intelligent; • Uses mathematics effectively to analyze learner achievement and for other tasks; • Makes effective use of technology in planning and in their teaching. 	<p>The clinical intern:</p> <ul style="list-style-type: none"> • Writes in well-constructed communication that is mostly free of spelling and grammatical errors; • Speaks clearly, using standard English; • Uses mathematics to analyze learner achievement and for other tasks; • Makes use of technology when available, in planning and implementing lessons. 	<p>The clinical intern:</p> <ul style="list-style-type: none"> • Writes in communication that usually has some spelling and grammatical errors; • Speaks using standard English, but may have some language problems; • Needs to use mathematics to analyze learner achievement; • Needs to make more effective use of technology. 	<p>The clinical intern needs to improve in one or more of the following: reading, writing, speaking, mathematics, or technology skills.</p>	

Standard 11 (Professional Responsibility) Comments: