Faculty
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Prerequisites/Corequisites
ECED 501, ECED 502, ECED 503, ECED 504, ECED 511, ECED 514, ECED 790, and Admission to the Early Childhood Education Prekindergarten - Third Grade Licensure Graduate Certificate Program. All endorsement and standardized test requirements (Praxis Core Academics Skills for Educators or qualifying substitution, Praxis II, Virginia Communication and Literacy Assessment, and Reading for Virginia Educators) must be met the semester prior to the internship.

University Catalog Course Description
Enables students to participate full time in an internship in early childhood education in kindergarten through third grade. Links university course work to real world of working with diverse young learners and their families.

Course Overview
Not Applicable

Course Delivery Method
This course will be delivered using an internship format.

Learner Outcomes or Objectives
This course is designed to enable students to do the following:
1. Create a supportive, healthy, challenging, and respectful environment for learning for diverse young children.
2. Use a variety of developmentally appropriate teaching and learning approaches to support young children’s development.
3. Design, implement, and evaluate developmentally meaningful and challenging curriculum for each child.
4. Assess diverse young learners to promote positive outcomes for diverse young children.
5. Reflect on practices for adherence to ethical standards and professional guidelines.
6. Use technology to support instruction, assessment, planning and delivery for diverse young learners.
7. Engage in collaboration with individuals, team, and families.
Professional Standards (Council for Exceptional Children and National Association for the Education of Young Children)
Upon completion of this course, students will have met the following professional standards:

**CEC Standard Elements**
CEC 1.2 Beginning special education professionals use understanding of development and individual differences to respond to the needs of individuals with exceptionalities.
CEC 2.1 Beginning special educators through collaboration with general educators and other colleagues create safe, inclusive, culturally responsive learning environments to engage individual with exceptionalities in meaningful learning activities and social interactions.
CEC 2.2 Beginning special education professionals use motivational and instructional interventions to teach individuals with exceptionalities how to adapt to different environments.
CEC 2.3 Beginning special education professionals know how to intervene safely and appropriately with individuals with exceptionalities in a crisis.
CEC 3.1 Beginning special education professionals understand the central concepts, structures of the discipline, and tools of inquiry of the content areas they teach, and can organize this knowledge, integrate cross-disciplinary skills, and develop meaningful learning progressions for individuals with exceptionalities.
CEC 3.2 Beginning special education professionals understand and use general and specialized content knowledge for teaching across curricular content areas to individualize learning for individuals with exceptionalities.
CEC 3.3 Beginning special education professionals modify general and specialized curricula to make them accessible to individuals with exceptionalities.
CEC 4.3 Beginning special education professionals in collaboration with colleagues and families use multiple types of assessment information in making decisions about individuals with exceptionalities.
CEC 4.4 Beginning special education professionals engage individuals with exceptionalities to work toward quality learning and performance and provide feedback to guide them.
CEC 5.2 Beginning special education professionals use technologies to support instructional assessment, planning and delivery for individuals with exceptionalities.
CEC 5.4 Beginning special education professionals use strategies to enhance language development and communication skills of individuals with exceptionalities.
CEC 5.5 Beginning special education professionals develop and implement a variety of education and transition plans for individuals with exceptionalities across a wide range of settings and different learning experiences in collaboration with individuals, families, and teams.
CEC 5.6 Beginning special education professionals teach to mastery and promote generalization of learning.
CEC 5.7 Beginning special education professionals teach cross-disciplinary knowledge and skills such as critical thinking and problem solving to individuals with exceptionalities.
CEC 6.1 Beginning special education professionals use professional Ethical Principles and Professional Practice Standards to guide their practice.
CEC 6.5 Beginning special education professionals advance the profession by engaging in activities such as advocacy and mentoring.
CEC 6.6 Beginning special education professionals provide guidance and direction to paraeducators, tutors, and volunteers.
CEC 7.1 Beginning special education professionals use the theory and elements of effective collaboration.

CEC 7.2 Beginning special education professionals serve as a collaborative resource to colleagues.

CEC 7.3 Beginning special education professionals use collaboration to promote the well-being of individuals with exceptionalities across a wide range of settings and collaborators.

**NAEYC Standard Elements**

NAEYC 1c Using developmental knowledge to create healthy, respectful, supportive, and challenging learning environments for young children.

NAEYC 2c Involving families and communities in young children’s development and learning.

NAEYC 3c Understanding and practicing responsible assessment to promote positive outcomes for each child, including the use of assistive technology for children with disabilities.

NAEYC 4c Using a broad repertoire of developmentally appropriate teaching /learning approaches.

NAEYC 4d Reflecting on own practice to promote positive outcomes for each child.

NAEYC 5b Knowing and using the central concepts, inquiry tools, and structures of content areas or academic disciplines.

NAEYC 5c Using own knowledge, appropriate early learning standards, and other resources to design, implement, and evaluate developmentally meaningful and challenging curriculum for each child.

NAEYC 6b Knowing about and upholding ethical standards and other early childhood professional guidelines.

NAEYC 6c Engaging in continuous collaborative learning to inform practice; using technology effectively with young children, with peers, and as a professional resource.

NAEYC 6d Integrating knowledgeable, reflective, and critical perspectives on early education

NAEYC 6e Engaging in informed advocacy for young children and the early childhood profession.

**Required Texts**


*Edthena* (Computer Software). San Francisco, CA.

**Course Performance Evaluation**

Students are expected to submit all assignments on time in the manner outlined by the instructor (e.g., Blackboard, Tk20, hard copy).

- **Assignments and Examinations**
  - Key Assessment 4 Internship: Teaching Analysis and Reflection is completed in two internships: preschool and kindergarten –third grade. This is a Performance Based Assessment that shows evidence of meeting CEC and NAEYC Standards. This assignment must be submitted on Blackboard. See the assessment description and scoring rubric attached. A final copy that includes all sections will be submitted to Tk20 through Blackboard.
Key Assessment 5 Effect on Student Learning: Instruction and Assessment Plan and Evaluation is completed in two internships: preschool and kindergarten – third grade. Candidates will show knowledge of developmentally appropriate teaching/learning approaches as well as of individual differences when developing learning objectives and planning instructional strategies that engage all children in meaningful learning and social interactions. This is a Performance Based Assessment that shows evidence of meeting CEC and NAEYC Standards. This assignment must be submitted on Blackboard. See the assessment description and scoring rubric attached. A final copy that includes all sections will be submitted to Tk20 through Blackboard.

Key Assessment 9 Collaborative Practice Portfolio is completed in the kindergarten through third grade internship. Candidates will develop an electronic portfolio of their collaborations with families, colleagues, and other professionals that support positive learning outcomes for children in kindergarten through third grade. This is a Performance Based Assessment that shows evidence of meting CEC and NAEYC Standards. This assignment must be submitted on Blackboard. See the assessment description and scoring rubric attached. A final copy that includes all sections will be submitted to Tk20 through Blackboard.

Other Requirements
- Candidates will videotape their teaching each week over the course of the internship in order to engage in an in-depth analysis of their teaching practice using the computer software, Edthena.
- Candidates will attend 2 internship seminars during the Fall 2016 semester on pre-determined dates and times selected by the candidates at their initial orientation meeting.
- Candidates will complete weekly progress reports and a log of hours to monitor their progress and document their number of hours.

Written Assignments
All formal written assignments will be evaluated for content and presentation. The American Psychological Association, Sixth Edition (APA) style will be followed for all written work. All written work unless otherwise noted must be completed on a word processor and should be proofread carefully. (Use spell check!) If students are not confident of their own ability to catch errors, they should have another person proofread their work. When in doubt, they should check the APA manual. Portions of the APA manual appear at the Style Manuals link on the Mason library web at [http://infoguides.gmu.edu/content.php?pid=39979](http://infoguides.gmu.edu/content.php?pid=39979). Students may consult the Writing Center for additional writing support. Students will do the following:
1. Present ideas in a clear, concise, and organized manner. (Avoid wordiness and redundancy.)
2. Develop points coherently, definitively, and thoroughly.
3. Refer to appropriate authorities, studies, and examples to document where appropriate. (Avoid meaningless generalizations, unwarranted assumptions, and unsupported opinions.)
4. Use correct capitalization, punctuation, spelling, and grammar.
5. Type the paper with double spacing, indented paragraphs, 1-inch margins all around, and 12-point Times New Roman font.

- **Course Performance Evaluation Weighting**
  Not Applicable

- **Grading Policies**
The Graduate School of Education (GSE) has approved the following grading policy for ECED internships:

1. The grading scale will be S (Satisfactory), NC (No Credit), or IP (In Progress) in accordance with Mason policy for internships.
2. Degrees of Satisfactory performance by a candidate in Early Childhood Education will be documented on the Teacher Candidate Assessment by the MT and US.
3. The US shall determine the grade after consultation with MT. The US may also consult with the Clinical Practice Director especially when the candidate may receive a No Credit or an In Progress grade.
4. Candidates who receive a No Credit grade will not be recommended for teacher licensure unless they repeat all or part of the internship with satisfactory performance. This may require re-enrolling and paying tuition for additional credit hours in a subsequent semester or paying a fee for extended supervision.
5. Candidates whose performance cannot be evaluated at the end of the grading period will receive a grade of IP (In Progress). An IP grade shall be changed to Satisfactory or No Credit for candidates upon completion of requirements – usually before the beginning of the next semester.
6. In some cases, a grade of No Credit may be accompanied by a recommendation that the candidate not be allowed to repeat the internship. In such cases, the candidate will be counseled out of the licensure program, but not necessarily out of the program.

**Professional Dispositions**
Students are expected to exhibit professional behaviors and dispositions at all times.

**Core Values Commitment**
The College of Education and Human Development is committed to collaboration, ethical leadership, innovation, research-based practice, and social justice. Students are expected to adhere to these principles: [http://cehd.gmu.edu/values/](http://cehd.gmu.edu/values/).

**GMU Policies and Resources for Students**

**Policies**
- Students must adhere to the guidelines of the Mason Honor Code (see [http://oai.gmu.edu/the-mason-honor-code/](http://oai.gmu.edu/the-mason-honor-code/)).
- Students must follow the university policy for Responsible Use of Computing (see [http://universitypolicy.gmu.edu/policies/responsible-use-of-computing/](http://universitypolicy.gmu.edu/policies/responsible-use-of-computing/)).
• Students are responsible for the content of university communications sent to their Mason email account and are required to activate their account and check it regularly. All communication from the university, college, school, and program will be sent to students solely through their Mason email account.

• Students with disabilities who seek accommodations in a course must be registered with George Mason University Disability Services. Approved accommodations will begin at the time the written letter from Disability Services is received by the instructor (see http://ods.gmu.edu/).

• Students must follow the university policy stating that all sound emitting devices shall be silenced during class unless otherwise authorized by the instructor.

**Campus Resources**

• Support for submission of assignments to Tk20 should be directed to tk20help@gmu.edu or https://cehd.gmu.edu/api/tk20. Questions or concerns regarding use of Blackboard should be directed to http://coursessupport.gmu.edu/.

• The George Mason University Writing Center staff provides a variety of resources and services (e.g., tutoring, workshops, writing guides, handbooks) intended to support students as they work to construct and share knowledge through writing (see http://writingcenter.gmu.edu/).

• The George Mason University Counseling and Psychological Services (CAPS) staff consists of professional counseling and clinical psychologists, social workers, and counselors who offer a wide range of services (e.g., individual and group counseling, workshops and outreach programs) to enhance students’ personal experience and academic performance (see http://caps.gmu.edu/).

• The George Mason University Office of Student Support staff helps students negotiate life situations by connecting them with appropriate campus and off-campus resources. Students in need of these services may contact the office by phone (703-993-5376). Concerned students, faculty and staff may also make a referral to express concern for the safety or well-being of a Mason student or the community by going to http://studentsupport.gmu.edu/, and the OSS staff will follow up with the student.

**For additional information on the College of Education and Human Development, please visit our website** https://cehd.gmu.edu/.

**Class Schedule**

Candidates will report to their internship schools daily beginning on August 29, 2016 and ending on October 21, 2016 or beginning October 24, 2016 and ending December 12, 2016 if their kindergarten – third grade internship is their second internship in Fall 2016. They will follow their internship school holidays as determined by the school calendar. Candidates will follow the contract hours of their mentor teacher as determined by the school administrator.
Note: Faculty reserves the right to alter the schedule as necessary, with notification to students.

**Assessment Rubric(s)**
See attached Key Assessment 4 Internship: Teaching Analysis and Reflection and rubric key, Key Assessment 5 Effect on Student Learning: Instruction and Assessment Plan and Evaluation and rubric key, and Key Assessment 9 Collaborative Practice Portfolio and rubric key.
Early Childhood Education Key Assessment 4
Internship: Teaching Analysis and Reflection

Early Childhood Education Key Assessment 4 Internship is the Teaching Analysis and Reflection and is completed in two internships: preschool and kindergarten – third grade. This assessment shows evidence of meeting the following standard elements:

**CEC Standard Elements**

*CEC 1.2* Beginning special education professionals use understanding of development and individual differences to respond to the needs of individuals with exceptionalities.

*CEC 2.1* Beginning special educators through collaboration with general educators and other colleagues create safe, inclusive, culturally responsive learning environments to engage individual with exceptionalities in meaningful learning activities and social interactions

*CEC 2.2* Beginning special education professionals use motivational and instructional interventions to teach individuals with exceptionalities how to adapt to different environments.

*CEC 2.3* Beginning special education professionals know how to intervene safely and appropriately with individuals with exceptionalities in a crisis.

*CEC 3.1* Beginning special education professionals understand the central concepts, structures of the discipline, and tools of inquiry of the content areas they teach, and can organize this knowledge, integrate cross-disciplinary skills, and develop meaningful learning progressions for individuals with exceptionalities.

*CEC 4.4* Beginning special education professionals engage individuals with exceptionalities to work toward quality learning and performance and provide feedback to guide them.

**NAEYC Standard Elements**

*NAEYC 1c* Using developmental knowledge to create healthy, respectful, supportive, and challenging learning environments for young children

*NAEYC 4c* Using a broad repertoire of developmentally appropriate teaching / learning approaches

*NAEYC 4d* Reflecting on own practice to promote positive outcomes for each child

*NAEYC 6b* Knowing about and upholding ethical standards and other early childhood professional guidelines

*NAEYC 6d* Integrating knowledgeable, reflective, and critical perspectives on early education
Description of Assignment
Candidates will video-record their implementation of a lesson plan. In a debrief with their university supervisor, they will discuss their application of their knowledge of developmentally appropriate teaching/learning approaches as well as individual differences to develop learning objectives and instructional strategies that engage all children in meaningful learning and social interactions. Candidates will examine the video and reflect on their own practices, including upholding ethical standards and adhering to professional guidelines.

Part 1: Analysis and Reflection of Instruction (CEC 1.2, 2.1, 2.2, 2.3, 3.1, 4.4; NAEYC 1c, 4c, 4d)
Candidates will debrief with their university supervisor after viewing and reflecting on their video-recorded lesson. Candidates’ oral analysis and reflection of their lesson plan and its implementation will include the following:

• Analysis and reflection of how they created a safe, inclusive, culturally responsive, supportive, challenging, learning environments that engaged all children in meaningful learning and social interactions
• Description and analysis of the developmentally appropriate learning experiences, instructional strategies and interventions that promote student learning
• Description and analysis of formal and informal assessment data to individualize the learning experiences to support the growth and development of all learners.

Candidates will support their descriptions and analyses with specific examples from their lesson plans and videos. They will cite current research from textbooks, class discussions and handouts, and/or other relevant sources to support their conclusions and assertions.

Part 2: Analysis and Reflection of Professional Practice (CEC 2.3; NAEYC 6b, 6d)
Candidates will identify an event or unplanned critical incident in the video recording of the implementation of the lesson plan to analyze and reflect orally with the university supervisor on the following:

• How they responded to a student in the video in ways that promoted positive outcomes for the child and
• The ways they used professional and ethical guidelines as the basis for decisions related directly or indirectly to student learning.

Candidates will support their descriptions and analyses with specific examples from their lesson plans and videos. They will cite current research from textbooks, class discussions and handouts, and/or other relevant sources to support their conclusions and assertions.
<table>
<thead>
<tr>
<th><strong>Early Childhood Education Key Assessment 4</strong></th>
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<tr>
<td><strong>Internship: Teaching Analysis and Reflection</strong></td>
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<tr>
<th></th>
<th><strong>Exceeds</strong></th>
<th><strong>Meets</strong></th>
<th><strong>Approaches</strong></th>
<th><strong>Does Not Meet</strong></th>
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<tbody>
<tr>
<td><strong>Part 1: Analysis and Reflection on Instruction</strong></td>
<td>Candidate provided analyses that met expectations and reflected extensive understanding in applying this knowledge in responding to the needs of a child.</td>
<td>Candidate provided analyses supported by current research and a specific example from the video that showed evidence of applying an understanding of development and individual differences in responding to the needs of a child.</td>
<td>Candidate attempted to describe evidence of understanding development and individual differences in responding to the needs of a child. However, candidate did not support descriptions with current research and a specific example from the video.</td>
<td>Candidate did not show an understanding of development and individual differences in responding to needs of a child.</td>
</tr>
<tr>
<td>CEC 1.2</td>
<td><strong>Beginning special education professionals use understanding of development and individual differences to respond to the needs of individuals with exceptionalities.</strong></td>
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<td>CEC 3.1</td>
<td><strong>Beginning special education professionals understand the central concepts, structures of the discipline, and tools of inquiry of the content areas they teach, and can organize this knowledge, integrate cross-disciplinary skills, and develop meaningful learning progressions for individuals with exceptionalities.</strong></td>
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<td>Candidate provided analyses that met expectations and reflected an in-depth knowledge of the concepts of the disciplines in organizing and integrating skills to create a developmentally appropriate sequence of learning experiences to support children’s learning.</td>
<td>Candidate provided analyses supported by current research and a specific example from the video that demonstrated knowledge of the concepts of the disciplines and ability to organize and integrate skills to create a developmentally appropriate sequence of learning experiences to support children’s learning.</td>
<td>Candidate attempted to demonstrate knowledge of the concepts of the disciplines and ability to organize and integrate skills to create a developmentally appropriate sequence of learning experiences to support children’s learning.</td>
<td>Candidate did not demonstrate knowledge of the concepts of the disciplines or how to organize or integrate skills to create a developmentally appropriate sequence of learning experiences to support children’s learning.</td>
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<tr>
<td>CEC 4.4</td>
<td>Candidate provided analyses that met expectations and reflected knowledge and evidence of continuously monitoring student learning, engaging learners in assessing progress, and adjusting instruction in response to student learning needs.</td>
<td>Candidate provided analyses, supported by current research and a specific example from the video, that showed ability to provide learners with feedback and adjust instruction in response to students’ learning needs.</td>
<td>Candidate attempted to describe evidence of an ability to provide learners with feedback and adjust instruction in response to students’ learning needs.</td>
<td>Candidate did not provide evidence of monitoring students’ learning, engaging learners in assessing their progress, and adjusting instruction in response to students’ learning needs.</td>
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<tr>
<td>NAEYC 1c</td>
<td>Candidate provided analyses that met expectations and showed extensive knowledge of creating engaging, meaningful, safe, culturally responsive, supportive and challenging learning environments for all students.</td>
<td>Candidate provided analyses, supported by current research and a specific example from the video, that demonstrated applying developmental knowledge to create engaging, meaningful, safe, culturally responsive, supportive, and challenging learning environments for all students.</td>
<td>Candidate attempted to demonstrate knowledge of applying developmental knowledge to create engaging, meaningful, safe, culturally responsive, supportive, and challenging learning environments for all students.</td>
<td>Candidate did not demonstrate knowledge of creating engaging, meaningful learning environments for all students.</td>
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<tr>
<td>CEC 2.1</td>
<td>Candidate attempted to describe evidence of an ability to provide learners with feedback and adjust instruction in response to students’ learning needs.</td>
<td>Candidate did not provide evidence of monitoring students’ learning, engaging learners in assessing their progress, and adjusting instruction in response to students’ learning needs.</td>
<td>Candidate did not demonstrate knowledge of creating engaging, meaningful learning environments for all students.</td>
<td>Candidate did not provide evidence of monitoring students’ learning, engaging learners in assessing their progress, and adjusting instruction in response to students’ learning needs.</td>
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Revised 8-16-16 Key Assessment 4 Internship: Teaching Analysis and Reflection
<table>
<thead>
<tr>
<th>NAEYC 4c</th>
<th>Candidate provided analyses that met expectations and reflected extensive knowledge of using appropriate teaching and learning approaches to meet the needs of individuals and groups of learners.</th>
<th>Candidate provided analyses, supported by current research and a specific example from the video, that showed use of a variety of appropriate teaching and learning approaches to meet the needs of individuals and groups of learners.</th>
<th>Candidate did not provide evidence of knowledge of developmentally appropriate teaching and learning approaches.</th>
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</thead>
<tbody>
<tr>
<td>CEC 2.2</td>
<td>Candidate provided analyses, supported by current research and a specific example from the video, that showed use of a variety of appropriate teaching and learning approaches to meet the needs of individuals and groups of learners.</td>
<td>Candidate attempted to describe appropriate teaching and learning approaches to meet the needs of individuals and groups of learners. However, candidate did not support descriptions with current research and a specific example from the video.</td>
<td>Candidate did not provide evidence of knowledge of developmentally appropriate teaching and learning approaches.</td>
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<tr>
<td>NAEYC 4d</td>
<td>Candidate provided analyses that met expectations and reflected extensive evidence of effectively using ongoing analysis and in-depth reflection to improve planning and practice to promote positive outcomes for children.</td>
<td>Candidate reflected on the video-recorded lesson and discussed how to improve planning and practice to promote positive outcomes for children.</td>
<td>The candidate did not provide evidence of using ongoing analysis and/or reflection to improve planning and practice.</td>
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<td>Candidate attempted to show evidence of reflection to improve planning and practice to promote positive outcomes for children.</td>
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### Part 2: Analysis and Reflection of Professional Practice

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<tr>
<th>Standard</th>
<th>Candidate Performance</th>
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<tr>
<td>CEC 2.3</td>
<td>Beginning special education professionals know how to intervene safely and appropriately with individuals with exceptionalities in a crisis.</td>
<td>Candidate provided analyses that met expectations and showed extensive knowledge of how to intervene safely and appropriately with children in crisis.</td>
<td>Candidate attempted to describe how to intervene safely and appropriately with children in crisis.</td>
<td>Candidate did not show knowledge of how to intervene safely and appropriately with children in crisis.</td>
</tr>
<tr>
<td>NAEYC 6b</td>
<td>Knowing about and upholding ethical standards and other early childhood professional guidelines</td>
<td>Candidate provided analyses that met expectations and reflected extensive evidence of knowledge and application of ethical standards and professional guidelines to inform practice.</td>
<td>Candidate attempted to demonstrate knowledge of ethical standards and professional guidelines.</td>
<td>Candidate did not demonstrate knowledge or application of using ethical standards and professional guidelines to inform practice.</td>
</tr>
<tr>
<td>NAEYC 6d</td>
<td>Integrating knowledgeable, reflective, and critical perspectives on early education</td>
<td>Candidate provided analyses of their practice that met expectations and reflected an in-depth knowledge of promoting student’s growth and development based on integrating knowledgeable, reflective, and critical perspectives on early childhood education.</td>
<td>Candidate attempted to provide analyses of own practices that showed evidence of promoting students’ growth and development.</td>
<td>Candidate did not provide analyses of own practice that showed evidence of integrating knowledgeable, reflective, and critical perspectives on early education to promote students’ growth and development.</td>
</tr>
</tbody>
</table>
Early Childhood Education Key Assessment 5
Effect on Student Learning: Instruction and Assessment Plan and Evaluation

Early Childhood Education Key Assessment 5 Effect on Student Learning: Instruction and Assessment Plan is completed in two internships: preschool and kindergarten-third grade. They will show knowledge of developmentally appropriate teaching/learning approaches as well as an awareness of individual differences when developing learning objectives and planning instructional strategies that engage all children in meaningful learning and social interactions. This assessment shows evidence of meeting the following standard elements:

CEC Standard Elements

CEC 3.2 Beginning special education professionals understand and use general and specialized content knowledge for teaching across curricular content areas to individualize learning for individuals with exceptionalities.

CEC 3.3 Beginning special education professionals modify general and specialized curricula to make them accessible to individuals with exceptionalities.

CEC 5.2 Beginning special education professionals use technologies to support instructional assessment, planning and delivery for individuals with exceptionalities.

CEC 5.4 Beginning special education professionals use strategies to enhance language development and communication skills of individuals with exceptionalities.

CEC 5.6 Beginning special education professionals teach to mastery and promote generalization of learning.

CEC 5.7 Beginning special education professionals teach cross-disciplinary knowledge and skills such as critical thinking and problem solving to individuals with exceptionalities.

CEC 6.6 Beginning special education professionals provide guidance and direction to paraeducators, tutors, and volunteers.

NAEYC Standard Elements

NAEYC 3c Understanding and practicing responsible assessment to promote positive outcomes for each child, including the use of assistive technology for children with disabilities.

NAEYC 5b Knowing and using the central concepts, inquiry tools, and structures of content areas or academic disciplines.

NAEYC 5c Using own knowledge, appropriate early learning standards, and other resources to design, implement, and evaluate developmentally meaningful and challenging curriculum for each child.

Description of Assignment

Candidates will develop a research-supported instruction and assessment plan and evaluation using a lesson plan template during their internships. Candidates will review and discuss their lesson plan with their university supervisor prior to implementation. The instruction and assessment plan and evaluation will include the following:

Part 1: Pre-Planning (CEC 3.2, 5.2, 6.6; NAEYC 5b)

Candidates will do the following:

• Identify three academic or developmental learning objectives using content knowledge or academic disciplines that cross curricular content areas,
• Identify appropriate early learning standards that are linked to assessments,
• List materials and technologies to support instructional planning and delivery,
• List augmentative/alternative communication systems and assistive technologies to support child’s communication and learning, and
• Identify plans for collaborating with a paraeducator, tutor, or volunteer.

Part 2: Planned Instructional Strategies (CEC 3.3, 5.4, 5.7)
Candidates will include step-by-step directions with elaborations that provide clear descriptions of the processes used to facilitate learning. Candidates will do the following:
• Describe where the lesson will occur (e.g., outside, small group, etc.),
• Describe how the lesson topic is connected to child’s prior knowledge or experiences,
• Include step-by-step directions with elaborations that provide clear descriptions of the developmentally appropriate strategies and tools to be used to facilitate learning,
• Describe strategies for developing students’ language development and communication skills,
• Describe opportunities for developing students’ critical thinking and problem solving skills,
• Describe specific adaptations/accommodations to be used to support the child’s learning,
• Describe strategies to be used to check for child’s understanding during the lesson, and
• Describe strategies to be used to review what was learned in lesson.

Part 3: Assessment (NAEYC 3c)
Candidates will include data used to inform the lesson plan design and the assessments, informal and formal, used to document students’ learning. They will do the following:
• Identify the pre-assessments (e.g., interviews, observations, checklists, etc.) used to inform the lesson plan design,
• Identify the assessment tools used to document the child’s learning (e.g., exit slips, anecdotal, checklists, etc.) as evidenced in this lesson, and
• Identify one assessment tool to document the child’s learning at the conclusion of the lesson or a series of lessons (e.g., final work product, running record, writing rubric, etc.).

Part 4: Effect on Student Learning (CEC 5.6; NAEYC 5c)
Candidates will collect and evaluate assessment data derived from the lesson designed and implemented in Parts 1, 2, and 3. Candidates will reflect on their instruction and its effect on student learning. They will do the following:
• Report the results of the pre-assessment,
• Explain how instruction was designed and implemented based on pre-assessment results,
• Report results of post assessment, and
• Evaluate and reflect on the effectiveness of the instruction to positively impact the learning needs of children with and without exceptional learning needs.
### Lesson Plan Template Key Assessment 5

**Planned Instructional Strategies**

*(CEC 3.3, 5.4, 5.7)*

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<thead>
<tr>
<th>Name:</th>
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<tbody>
<tr>
<td>School/Context:</td>
<td>Age/Grade Level:</td>
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<td>Lesson Title:</td>
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</tbody>
</table>

#### Pre-Planning

*(CEC 3.2, 5.2, 6.6; NAEYC 5b)*

**Performance-based Objective(s):** Identify three academic or developmental learning objectives selected to promote individual child’s learning.

**Local/State/National Standards:** Identify salient standards that are linked to your assessments.

**Materials:** List supplies or props needed to implement the learning experience. Including appropriate technologies.

**Assistive Technology:** List augmentative/alternative communication systems and assistive technologies to support child’s communication and learning.

**Collaboration Plans:** Identify plans for collaborating with a paraeducator, tutor, or volunteer.

**Context/Setting Opening:** Describe where the lesson will occur (e.g., outside, small group, etc.). Describe how the lesson topic is connected to child’s prior knowledge or experiences.

**Tasks/Methods/Strategies:** Include step-by-step directions with elaborations that provide clear descriptions of the developmentally appropriate strategies and tools to be used to facilitate learning. Describe strategies for developing students’ language development and communication skills as well as opportunities for developing students’ critical thinking and problem solving skills.

**Adaptations/Accommodations:** Considering the child’s abilities, interests, learning environment, and cultural and linguistic background, describe specific adaptations/accommodations to be used to support the child’s learning.

**Comprehension Checks:** Describe strategies to be used to check for child’s understanding during the lesson.

**Closure:** Describe strategies to be used to review what was learned in lesson.

#### Assessment

*(NAEYC 3c)*

**Pre-Assessment:** Identify the assessments (e.g., interviews, observations, checklists, etc.) used to inform the lesson plan design.

**Formative and/or Informal Assessments:** Identify the assessment tools used to document the child’s learning (e.g., exit slips, anecdotal, checklists, etc.) as evidenced in this lesson.
**Summative Assessment:** Identify one assessment tool to document the child’s learning at the conclusion of the lesson or a series of lessons (e.g., final work product, running record, writing rubric, etc.).

**Effect on Student Learning**  
(CEC 5.6; NAEYC 5c)

**Evaluate children's learning:** Report the results of the pre-assessment and explain how instruction was designed and implemented based on pre-assessment results. Report results of post assessment and then evaluate and reflect on the effectiveness of the instruction to positively impact the learning needs of children with and without exceptional learning needs.

---

### Early Childhood Education Key Assessment 5  
Effect on Student Learning: Instruction and Assessment Plan

<table>
<thead>
<tr>
<th>Part 1: Pre-Planning</th>
<th>Exceeds</th>
<th>Meets</th>
<th>Approaches</th>
<th>Does Not Meet</th>
</tr>
</thead>
<tbody>
<tr>
<td>CEC 3.2 Beginning special education professionals understand and use general and specialized content knowledge for teaching across curricular content areas to individualize learning for individuals with exceptionalities</td>
<td>Candidate selected academic or developmental learning objectives that met expectations and reflected extensive content knowledge for teaching across curricular content to support learning for children.</td>
<td>Candidate selected academic or developmental learning objectives using content knowledge or academic disciplines for teaching across curricular content areas to support learning for children.</td>
<td>Candidate attempted to select academic or developmental learning objectives using content knowledge or academic disciplines for teaching across curricular content areas. However, the candidate’s identification of learning objectives did not align developmentally or academically with students’ learning needs.</td>
<td>Candidate did not select academic or developmental learning objectives that demonstrate an understanding of teaching across curricular content areas to support learning for children.</td>
</tr>
<tr>
<td>NAEYC 5b Knowing and using the central concepts, inquiry tools, and structures of content areas or academic disciplines</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CEC 5.2 Beginning special education professionals use technologies to support instructional assessment, planning and delivery for individuals with exceptionalities</td>
<td>Candidate selected appropriate technologies that met expectations and reflected in-depth knowledge of using technology to support instructional assessment, planning and delivery to promote positive outcomes for all children.</td>
<td>Candidate selected appropriate technologies including augmentative, alternative and assistive technologies to support instructional assessment, planning and delivery to promote positive outcomes for all children.</td>
<td>Candidate attempted to select appropriate technologies. However, candidate’s efforts did not reflect knowledge of using technology to support instructional assessment, planning and delivery to promote positive outcomes for all children.</td>
<td>Candidate did not use technologies to support instructional assessment, planning and delivery to promote positive outcomes for all children.</td>
</tr>
<tr>
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</tr>
<tr>
<td>CEC 6.6 Beginning special education professionals provide guidance and direction to paraeducators, tutors, and volunteers.</td>
<td>Candidate’s collaboration plan with paraeducator, tutor, and volunteer met expectations and reflected in-depth planning to identify their roles and responsibilities for supporting children’s learning.</td>
<td>Candidate collaboration plan with paraeducator, tutor, and volunteer and identified their specific roles and responsibilities for supporting children’s learning.</td>
<td>Candidate attempted to plan for collaboration with paraeducator, tutor, and volunteer. However, candidate’s plans did not reflect their specific roles and responsibilities for supporting children’s learning.</td>
<td>Candidate did not submit a collaboration plan with paraeducator, tutor, and volunteer to identify specific roles and responsibilities for supporting children’s learning.</td>
</tr>
</tbody>
</table>

**Part 2: Planned Instructional Strategies**

<table>
<thead>
<tr>
<th>CEC 3.3 Beginning special education professionals modify general and specialized curricula to make them accessible to individuals with exceptionalities.</th>
<th>Candidate provided a description of modifications to the curricula that met expectations and reflected an in-depth knowledge of modifying curricula to support student learning.</th>
<th>Candidate provided a description of modifications to the curricula to support student’s learning.</th>
<th>Candidate attempted to describe modifications to the curricula. However, candidate did not reflect an appropriate understanding of modifying curricula to support student’s learning.</th>
<th>Candidate did not modify the curricula to support student’s learning.</th>
</tr>
</thead>
<tbody>
<tr>
<td>CEC 5.4 Beginning special education professionals use strategies to enhance language development and communication</td>
<td>Candidate described instructional strategies and processes that met expectations and demonstrated an in-depth understanding of modifying curricula to further develop students’ language.</td>
<td>Candidate described instructional strategies and processes to further develop students’ language.</td>
<td>Candidate attempted to describe instructional strategies and processes. However, candidate did not reflect an appropriate understanding of modifying curricula to support student’s learning.</td>
<td>Candidate did not describe instructional strategies and processes for developing children’s language.</td>
</tr>
<tr>
<td>Skills of individuals with exceptionalities.</td>
<td>Depth knowledge of children’s language development and communication skills.</td>
<td>Development and communication, skills.</td>
<td>Candidate’s efforts did not reflect knowledge of children’s language development and communication skills.</td>
<td>And communication skills.</td>
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</tr>
<tr>
<td>CEC 5.7 Beginning special education professionals teach cross-disciplinary knowledge and skills such as critical thinking and problem solving to individuals with exceptionalities.</td>
<td>Candidate described instructional strategies and processes that met expectations and reflected an in-depth knowledge of developing students’ critical thinking and problem solving skills.</td>
<td>Candidate described instructional strategies and processes used to further develop students’ critical thinking and problem solving skills.</td>
<td>Candidate attempted to describe instructional strategies and processes. However, the candidate’s efforts did not reflect knowledge of developing students’ critical thinking and problem solving skills.</td>
<td>Candidate did not describe instructional strategies and processes to develop student’s critical thinking and problem solving skills.</td>
</tr>
<tr>
<td>NAEYC 5c Using own knowledge, appropriate early learning standards, and other resources to design, implement, and evaluate developmentally meaningful and challenging curriculum for each child.</td>
<td>Candidate described developmentally appropriate strategies that met expectations and demonstrated an in-depth knowledge of developing a challenging and meaningful curriculum for students.</td>
<td>Candidate described developmentally appropriate strategies to develop and implement a meaningful and challenging curriculum for students.</td>
<td>Candidate attempted to describe developmentally appropriate strategies to design and implement curriculum for students. However, candidate’s efforts did not reflect a meaningful and challenging curriculum for students.</td>
<td>Candidate did not describe developmentally appropriate strategies to develop and implement a meaningful and challenging curriculum for students.</td>
</tr>
</tbody>
</table>

**Part 3: Assessment**

<p>| NAEYC 3c Understanding and practicing responsible assessment to promote positive outcomes for each child, including the use of assistive technology for children with | Candidate described appropriate assessment tools, informal and formal, that met expectations and demonstrated an extensive knowledge of using assistive technology to support student’s learning outcomes. | Candidate described appropriate assessment tools, informal and formal, including assistive technology to support student’s learning outcomes. | Candidate attempted to describe appropriate assessment tools, informal and formal. However, candidate’s efforts did not demonstrate a clear alignment between the final | Candidate did not describe assessment tools, informal and formal, to document student’s learning outcomes. |</p>
<table>
<thead>
<tr>
<th>disabilities.</th>
<th>student’s learning outcomes.</th>
<th>assessment data collected and the identified learning objective.</th>
</tr>
</thead>
</table>

### Part 4: Effect on Student Learning

**CEC 5.6**
Beginning special education professionals teach to mastery and promote generalization of learning.

<table>
<thead>
<tr>
<th>Candidate demonstrated using assessment results that met expectations and demonstrated an in-depth knowledge of planning learning experiences to ensure mastery of learning outcomes.</th>
<th>Candidate used assessment results to plan additional learning experiences to ensure mastery of learning outcomes.</th>
<th>Candidate attempted to use assessment results to plan additional learning experiences to ensure mastery of learning outcomes. However, candidate displayed a limited understanding of students’ capacity to generalize learning to other areas of learning.</th>
<th>Candidate did not use assessment results to plan additional learning experiences to ensure mastery of learning outcomes.</th>
</tr>
</thead>
</table>

*Revised 8-16-16 Key Assessment 5 Effect on Student Learning: Instruction and Assessment Plan and Evaluation*
Early Childhood Education Key Assessment 9
Collaborative Practice Portfolio
Kindergarten – Third Grade

Early Childhood Education Key Assessment 9 Collaborative Practice Portfolio is completed in the kindergarten through third grade internship. Candidates will develop an electronic portfolio of their collaborations with families, colleagues, and other professionals that support positive learning outcomes for children in kindergarten through third grade. This assessment shows evidence of meeting the following standard elements:

**CEC Standard Elements**

- **CEC 4.3** Beginning special education professionals in collaboration with colleagues and families use multiple types of assessment information in making decisions about individuals with exceptionalities.
- **CEC 5.5** Beginning special education professionals develop and implement a variety of education and transition plans for individuals with exceptionalities across a wide range of settings and different learning experiences in collaboration with individuals, families, and teams.
- **CEC 6.1** Beginning special education professionals use professional Ethical Principles and Professional Practice Standards to guide their practice.
- **CEC 6.5** Beginning special education professionals advance the profession by engaging in activities such as advocacy and mentoring
- **CEC 7.1** Beginning special education professionals use the theory and elements of effective collaboration.
- **CEC 7.2** Beginning special education professionals serve as a collaborative resource to colleagues.
- **CEC 7.3** Beginning special education professionals use collaboration to promote the well-being of individuals with exceptionalities across a wide range of settings and collaborators.

**NAEYC Standard Elements**

- **NAEYC 2c** Involving families and communities in young children’s development and learning
- **NAEYC 6c** Engaging in continuous collaborative learning to inform practice; using technology effectively with young children, with peers, and as a professional resource.
- **NAEYC 6e** Engaging in informed advocacy for young children and the early childhood profession

**Description of Assignment**

Candidates will develop an electronic portfolio of their collaborations with families, colleagues, and other professionals that shows how the worked collaboratively to support positive learning outcomes for children in K-3. Candidates will complete the following:

**Part 1: Collaboration (CEC 7.1; NAEYC 6c)**
Candidates will provide documentation of collaborations with teacher colleagues regarding individual child or group learning progress. Documentation of collaborations may include agenda, minutes, reflections, etc. Candidates will reflect on aspects of theory and elements of effective collaboration that influenced participation in the collaboration and highlights their role as a collaborative resource for colleagues.
**Part 2: Assessment and Instruction (CEC 4.3)**
Candidates will include documentation of initial assessment results and responsive educational decisions. Documentation will include the initial results from the assessment and the specific educational decisions made in response to the assessment results as determined through their active collaboration with relevant team members (e.g., family members, mentor teacher, other teaching professionals, and school or center personnel).

**Part 3: Instruction and Assessment Plans (CEC 7.3)**
Candidates will include lesson plans or revisions of lesson plans that highlight instructional delivery methods, strategies, and assessments intentionally designed as a result of the collaboration. Candidates will discuss how they worked with collaborative team members to support the well-being of the child with exceptionalities.

**Part 4: Teaching Action Plan (CEC 5.5; NAEYC 2c)**
Candidates will include the teaching action plan that is a description of the alignment of specific instructional activities, strategies, and assessments. Specifically, candidates will develop and implement a variety of educational and / or transition plans for at least one child (or the same small group of children) across a wide range of settings to capitalize on different learning experiences. Candidates will articulate how the action plan emerged from collaborations with individuals, families, and teams.

**Part 5: Reflection (CEC 6.1, 6.5, 7.2; NAEYC 6e)**
- Candidates will reflect on their collaborative learning team experiences by doing the following: Discuss how professional ethical principles and professional practice standards informed your practice and reflect on how standards of practice influenced your thinking and engagement as a member of the collaborative team;
- Consider moments when you intentionally advanced the profession by engaging in activities such as advocacy or mentoring; and
- Consider how your participation in the collaborative team enhanced your own professional growth as an early childhood educator.
Collaborative Practice Portfolio Template

Submit the following attachments to document your ongoing experience collaborating with families and teacher colleagues to support the learning needs of young children with exceptionalities.

<table>
<thead>
<tr>
<th>Task</th>
<th>Documentation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Part 1: Documentation of collaborations with teacher colleagues regarding individual student or group learning progress</td>
<td>Documentation of collaborations</td>
</tr>
<tr>
<td></td>
<td>List artifacts attached to this template:</td>
</tr>
<tr>
<td></td>
<td>CEC 7.1</td>
</tr>
<tr>
<td></td>
<td>NAEYC 6c</td>
</tr>
<tr>
<td>Part 2: Documentation of initial assessment results and responsive instructional decisions.</td>
<td>Assessment results</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>Part 3: Documentation of lesson plans, instructional delivery methods, or strategies discussed to promote the well-being of students with exceptionalities across a wide range of settings.</td>
<td>Attach a description of the strategies discussed by the collaborative team members to support the well-being of the child with exceptionalities to this template.</td>
</tr>
<tr>
<td></td>
<td>CEC 7.3</td>
</tr>
<tr>
<td>Part 4: Teaching action plan that includes a description of instructional activities and assessments</td>
<td>Teaching action plan: Explain here how the educational plans below emerged from collaborations with individuals, families, and teams.</td>
</tr>
<tr>
<td></td>
<td>Objectives</td>
</tr>
</tbody>
</table>

**Revised 8-16-16 Key Assessment 9 Collaborative Practice Project** 3
| **CEC 5.5** |  |  |
| **NAEYC 2c** |  |  |

**Part 5: Reflection** *CEC 6.1, CEC 6.5, CEC 7.2; NAEYC 6e*
Candidates will reflect on their collaborative learning team experiences by addressing opportunities for advocacy, considerations of ethical principles and practice standards, and experiences as a resource to colleagues.
**Early Childhood Education Key Assessment 9**  
**Professional Practice and Collaborative Learning**

<table>
<thead>
<tr>
<th></th>
<th>Exceeds</th>
<th>Meets</th>
<th>Approaches</th>
<th>Does Not Meet</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Part 1: Collaboration</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CEC 7.1</td>
<td>As a member of a collaborative learning team the candidate reflects on aspects of theory and elements of effective collaboration that influenced their participation.</td>
<td>As a member of a collaborative learning team the candidate reflects on aspects of theory and elements of effective collaboration that influenced their participation.</td>
<td>The candidate describes their engagement in a collaborative learning team but does not consider aspects of theory or elements of effective collaboration that influenced their participation.</td>
<td>The candidate does not describe instances of collaboration.</td>
</tr>
<tr>
<td>NAEYC 6c</td>
<td>The candidate describes at least two cases engaging in continuous collaborative learning to inform practice and discusses how they used technology effectively with young children, peers, and as a professional resource.</td>
<td>The candidate describes one case engaging in continuous collaborative learning to inform practice and discusses how they used technology effectively with young children, peers, and as a professional resource.</td>
<td>The candidate describes one case engaging in continuous collaborative learning to inform practice but does not discuss how they used technology effectively with young children, peers, or as a professional resource.</td>
<td>The candidate does not describe an experience engaging in continuous collaborative learning to inform practice.</td>
</tr>
</tbody>
</table>

| **Part 2: Documentation of initial assessment results and responsive instructional decisions** | **CEC 4.3** | **Beginning special education professionals in collaboration with colleagues and families use multiple types of assessment information in making decisions about individuals with exceptionalities.** | **In collaboration with colleagues and families the candidate identifies and uses multiple types of assessment information to make decisions about young learners across a more than one case.** | **In collaboration with colleagues and families the candidate identified and used multiple types of assessment information to make decisions about young learner(s) within the context of one case.** | **The candidate identified and used assessment information to make decisions about young learners and adapts planning to meet these goals. However, the candidate either draws inaccurate conclusions about young learners or does not engage in collaboration that** | **The candidate does not show evidence of collaboration with colleagues and families nor uses multiple types of assessment information to make decisions about individuals.** |
### Part 3: Documentation of lesson plans, instructional delivery methods, or strategies discussed to promote the well-being of students with exceptionalities across a wide range of settings

<table>
<thead>
<tr>
<th>CEC 7.3</th>
<th>The candidate reflects on more than one collaborative instance that demonstrates how the candidate promoted the well-being of individuals across a wide range of settings and clearly discusses the role of collaborators.</th>
<th>The candidate reflects on one collaborative instance that demonstrates how the candidate promoted the well-being of individuals across a wide range of settings and clearly discusses the role of collaborators.</th>
<th>The candidate reflects on one collaborative instance but, does not clearly articulate how the candidate promoted the well-being of individuals across a wide range of settings.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beginning special education professionals use collaboration to promote the well-being of individuals with exceptionalities across a wide range of settings and collaborators.</td>
<td></td>
<td></td>
<td>The candidate does not reflect on a collaborative instance</td>
</tr>
</tbody>
</table>

### Part 4: Teaching action plan that includes a description of instructional activities and assessments

<table>
<thead>
<tr>
<th>CEC 5.5</th>
<th>Candidate focused on detailing more than one collaborative learning experience with individuals, families, and teams that provided evidence of implementation of a variety of educational and / or transition plans for individuals across a wide range of settings and details different learning experiences.</th>
<th>Candidate, in collaboration with individuals, families, and teams, provided evidence of implementation of at least one educational and / or transition plan for at least one child (or the same small group of children) across a wide range of settings to capitalize on different learning experiences.</th>
<th>Candidate does not provide evidence of implementing of a variety of education and / or transition plans for individuals across a wide range of settings.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beginning special education professionals develop and implement a variety of education and transition plans for individuals with exceptionalities across a wide range of settings and different learning experiences in collaboration with individuals, families, and teams.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NAEYC 2c</td>
<td>Involving families and communities in young children’s development and learning</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Part 5: Reflection</td>
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<tr>
<td>-------------------</td>
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<td></td>
<td></td>
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</tbody>
</table>
| **CEC 6.1**  
Beginning special education professionals use professional Ethical Principles and Professional Practice Standards to guide their practice. | Candidate reflected on more than one collaborative instance that demonstrates how the candidate used professional ethical principles and professional practice standards to guide their practice. AND Clearly explains how standards of practice influenced their thinking and engagement in each instance. | Candidate reflected on at least one collaborative instance that demonstrates how the candidate used professional ethical principles and professional practice standards to guide their practice. AND Clearly explains how standards of practice influenced their thinking and engagement. | Candidate reflected on one collaborative instance that demonstrates how the candidate used professional ethical principles and professional practice standards to guide their practice but does not clearly explain how they used standards of practice influenced their thinking and engagement. | Candidate did not discuss an instance where professional ethical principles and professional practice standards informed their practice. |
| **CEC 6.5**  
Beginning special education professionals advance the profession by engaging in activities such as advocacy and mentoring.  
NAEYC 6e  
Engaging in informed advocacy for young children and the early childhood profession | The candidate reflects more than one instance of engagement in a collaborative learning environment where they intentionally advanced the profession by engaging in activities such as advocacy or mentoring. | The candidate reflects on one instance of engagement in a collaborative learning environment where they intentionally advanced the profession by engaging in activities such as advocacy or mentoring. | The candidate reflects on one instance of engagement in a collaborative learning environment where they could have intentionally advanced the profession by engaging in activities such as advocacy or mentoring but was not able to articulate their position to other group members. | The candidate does not reflect on an instance of engagement in a collaborative learning environment where they advanced the profession by engaging in activities such as advocacy and mentoring. |
| **CEC 7.2**  
Beginning special education professionals serve as a collaborative resource to colleagues. | Candidate highlights his or her experiences serving as a collaborative resource to colleagues across multiple instances. | Candidate highlights his or her experience serving as a collaborative resource to colleagues in the group on at least one occasion. | Candidate’s efforts to highlight his or her experience serving as a collaborative resource to colleagues demonstrated an ineffective collaboration, or the resource provided is an ineffective practice. | Candidate did not highlight his or her role as a collaborative resource to colleagues. |