

**CALIFORNIA STATE UNIVERSITY, SAN MARCOS  
COLLEGE OF EDUCATION**

**EDSS 555**

**Single Subject Multilingual Education  
CRN 21784**

**Spring 2006**

**Mondays: 8:00am – 2:15pm  
San Marcos High School**

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**College of Education Mission Statement**

The mission of the College of Education Community is to collaboratively transform public education by preparing thoughtful educators and advancing professional practices. We are committed to diversity, educational equity, and social justice, exemplified through reflective teaching, life-long learning, innovative research and on-going service. Our practices demonstrate a commitment to student-centered education, diversity, collaboration, professionalism, and shared governance. *(Adopted by COE Governance Community, October, 1997).*

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**COURSE DESCRIPTION**

This course addresses the needs of high school teachers faced with the growing diversity that exists in today's classrooms. As such it will focus on bilingual sociolinguistic/sociocultural competence and implications for learning and instruction, application of effective alternative instructional practices, cultural aspects of English learners, as well as effective and appropriate English language development (ELD) techniques and successful bilingual, multilingual education for language minority students.

**Course Objectives**

- Explain the basic terms, philosophies, problems, issues, history, and practices related to the education of language minority persons in California and the US.
- Demonstrate understanding of the most important goals of bilingual/multicultural education.
- Explain the theoretical framework upon which bilingual education is founded.
- Demonstrate understanding of existing student identification, assessment, and language re-designation requirements for the state of California.
- Explain the connections between bilingual education, English as a second language, and SDAIE methodologies.
- Demonstrate understanding of the five models of multicultural education and their implications for curriculum, instruction, and educational policy.
- Explain the meaning of culture, differentiated index, and the necessity for cultural convergence in schools.
- Use confluent education techniques to develop understand of each individual student, create a more just and humane learning environment, and help students in their growth and development as human beings.

### **Required Texts**

Echevarria, J., Vogt, M., and Short, D. (2004). *Making Content Comprehensible for English Language Learners: The SIOP Model, 2<sup>nd</sup> Edition*. Boston, MA: Allyn and Bacon.

Course Reader - available at CopyServe 754 S. Rancho Santa Fe Road, San Marcos  
Phone: 599-9923

### **Authorization to Teach English Learners**

This credential program has been specifically designed to prepare teachers for the diversity of languages often encountered in California public school classrooms. The authorization to teach English learners is met through the infusion of content and experiences within the credential program, as well as additional coursework. Students successfully completing this program receive a credential with authorization to teach English learners.

*(approved by CCTC in SB 2042 Program Standards, August 02)*

### **Teacher Performance Expectation (TPE) Competencies**

The course objectives, assignments, and assessments have been aligned with the CTC standards for Single Subject Credential. This course is designed to help teachers seeking the Single Subject Credential to develop the skills, knowledge, and attitudes necessary to assist schools and district in implementing effective programs for all students. The successful candidate will be able to merge theory and practice in order to realize a comprehensive and extensive educational program for all students. The following TPE's are addressed in this course:

#### **Primary Emphasis:**

**TPE 7:** Teaching English Learners

**TPE 15:** Social Justice and Equity

#### **Secondary Emphasis:**

**TPE 1:** Specific Pedagogical Skills for Subject Instruction

**TPE 3:** Interpretation and Use of Assessments

**TPE 4:** Making Content Accessible

**TPE 5:** Student Engagement

**TPE 6:** Developmentally Appropriate Teaching Practices

**TPE 11:** Social Environment

### **College of Education Attendance Policy**

Due to the dynamic and interactive nature of courses in the College of Education, all students are expected to attend all classes and participate actively. At a minimum, students must attend more than 80% of class time, or s/he may not receive a passing grade for the course at the discretion of the instructor. Individual instructors may adopt more stringent attendance requirements. Should the student have extenuating circumstances, s/he should contact the instructor as soon as possible. *(Adopted by the COE Governance Community, December, 1997).*

### **Students with Disabilities Requiring Reasonable Accommodations**

Students are approved for services through the Disabled Student Services Office (DSS). This office is located in Craven Hall 5205, and can be contacted by phone at (760) 750-4905, or TTY (760) 750-4909. Students authorized by DSS to receive reasonable accommodations should

meet with their instructor during office hours or, in order to ensure confidentiality, in a more private setting.

### Academic Honesty

It is expected that each student will do his or her own work, and contribute equitably to group projects and processes. If there is any question about academic honesty, consult the University Catalog.

### Appeals

Every student has the right to appeal grades, or appeal for redress of grievances incurred in the context of any class. Disputes may be resolved informally with the professor, or through the formal grades appeal process. For the latter, consult Dr. Kelly, Associate Dean.

### Course Requirements

All students are expected to participate in class activities and demonstrate reflective learning. Students who do not attend a class session, or do not participate in class activities will not receive attendance and participation points for that session. **Six (6) points will be deducted for each missed class session.** It is important that students are well prepared for course sessions by completing the readings and assignments scheduled before the class meeting. Unless otherwise negotiated with the instructor, all assignments are to be handed in on the due date. **Assignments not handed-in on due date will lose 10% of earned credit per day.** Assignments should be typed and double-spaced (yes, including the reading reflections). Students who wish to revise an assignment must negotiate the requirements of the revision with the instructor.

- Attendance and participation 20 points
- Reading Reflections / ELD Standards 20 points
- ELD / SDAIE Lesson Observation 10 points
- Multicultural Resources / Lesson Plan 20 points
- SDAIE Lesson Plan 25 points
- TPE Reflective Statements (7 and 15) 5 points

### Grading

95 – 100	A;	80 – 82	B-
90 – 94	A-;	77 – 79	C+
87 - 89	B+;	73 – 76	C
83 – 86	B;	70 – 72	C-

### ASSIGNMENT DESCRIPTIONS

#### Reading Reflections & ELD Standards 20 points

Reflections based on the readings will cover the following topics, and are due during the following class sessions:

Historical Foundations of Bilingual Education	DUE: Session 1
Second Language Acquisition	DUE: Session 2
SDAIE Strategies in your Content Area	DUE: Session 4

Assessment  
 What you will do for your English learners

DUE: Session 6  
 DUE: Session 7

Reading Reflections will be discussed at the beginning of the class session on which they are due, and will include:

- A written summary and/or analysis of the assigned topic that reflects understanding of the key concepts, including comments / analysis from the required readings.
- A reflection of the topic including connections that can be made between the topics and teaching English language learners, **with specific examples from student teaching experiences, school observations, or other personal experiences in diverse settings.**

***Your reading reflections must address TPE 7 (see rubric).***

ELD Standards Requirement

For the **3<sup>rd</sup> class session**, you will need to download the ELD standards and print a copy for yourself. Please bring the standards to class. You can download the ELD standards from the CDE website ([www.cde.ca.gov](http://www.cde.ca.gov)) or from WestEd ([www.wested.org](http://www.wested.org)).

On the WestEd Website, type “ELD Standards” in the “Search WestEd” box. Click on “WestEd: The Map of Standards for English Learners” then “Sample Chapters” then “9-12 PDF Version”

**Reading Reflections – Scoring Rubric**

<b>Criteria</b>	<b>Developing</b>	<b>Nearly Meets</b>	<b>Meets</b>	<b>Exceeds</b>
<b>TPE-7 Teaching English Learners</b>	Candidates demonstrate in their reading reflections that they know and can apply <b>few</b> pedagogical theories, principles, and instructional practices for comprehensive instruction of English.	Candidates demonstrate in their reading reflections that they know and can apply <b>some</b> pedagogical theories, principles, and instructional practices for comprehensive instruction of English learners.	Candidates demonstrate in their reading reflections that they know and can apply pedagogical theories, principles, and instructional practices for comprehensive instruction of English learners.	Candidates demonstrate in their reading reflections that they know and can apply pedagogical theories, principles, and instructional practices for comprehensive instruction of <b>ALL</b> English learners.

**ELD / SDAIE Lesson Observation**

**10 points**

For this assignment you will observe an ELD or SDAIE lesson at your student teaching school site. You will collect and document evidence of any instructional modifications made to provide comprehensible academic input for the English learners in the class. As part of your write-up, you are to discuss how (if necessary) you would modify the lesson/activity in light of the information and knowledge gained in the course.

***Your lesson observation should address TPEs 4 and 5 (see rubric).***

**Lesson Observation – Scoring Rubric**

<b>Criteria</b>	<b>Developing</b>	<b>Nearly Meets</b>	<b>Meets</b>	<b>Exceeds</b>
<b>TPE-4 Making Content Accessible</b>	Teacher candidate is unable to determine if lesson observed is consistent with pedagogical theories and instructional practices for making content accessible to English learners.	Candidates can partially determine if lesson observed is consistent with pedagogical theories, principles, and instructional practices for making content accessible to English learners.	Candidates are able to determine if lesson observed makes content accessible to students with different levels of proficiency in English and primary language.	Candidates can apply pedagogical theories, principles, and instructional practices for making content accessible to <b>all</b> English learners by offering appropriate suggestions.
<b>TPE-5 Student Engagement</b>	Candidates of English learners are unaware if lesson observed engages students or is appropriate for the levels of English proficiency and primary language.	Candidates of English learners are not always certain if lesson observed clearly communicates objectives, ensures understanding, monitors progress, adjusts instruction according to levels of English proficiency and primary language, and incorporates community resources appropriately.	Candidates of English learners are able to determine if lesson observed clearly communicates objectives, ensures understanding, monitors progress, adjusts instruction according to levels of English proficiency and primary language, and incorporates community resources appropriately.	Teachers candidates can confirm that the lesson observed engages <b>ALL</b> English learners in the academic program; and students know objectives, understand key concepts, are aware of their progress, and their home language and culture are part of the classroom environment.

**Multicultural Literature Resources / Lesson Plans**

**20 points**

With another person, you will have the opportunity to collect multicultural resources (books, websites, text sets, etc.), and develop lesson plans based on the resources and rooted in social justice and equity for high school students. The following questions should help guide your selection of multicultural resources:

- Does this resource help English learners have access to the core curriculum?
- Does this resource help scaffold an equitable classroom?
- Does this resource promote social justice and equity?
- Does this resource help your students feel as if they are part of the culture of the school?

***This assignment must address TPEs 7 and 15.***

The required elements of the assignment are:

1. With your partner, choose **six** multicultural resources that address appropriate proficiency and content area knowledge for high school students.
2. For each selection, you and your partner will write a brief (one paragraph) annotated bibliography encompassing:
  - a. Appropriate grade level
  - b. Appropriate ELD proficiency level(s)
  - c. Appropriate content area(s)

- d. Description of the story/text
3. At least **two** of the resources must be bilingual (English and another language).
  4. With your partner, submit a lesson plan that clearly delineates how every student will be a successful learner by providing universal access to diverse students (e.g., gifted, English learners, special needs, non-readers, poor readers).

Poster Sessions (20 minutes each)

Tables will be set up to provide space for the partners to present/display their multicultural resources and lesson plans.

**Note:** Dr. Alice Quioco's website has an excellent bibliography of children's literature and multicultural books (<http://www.csusm.edu/Quiocho>), or the Barahona Center at the CSUSM Library has an excellent collection of books in Spanish (<http://www.csusm.edu/csb/>)

**Multicultural Resources / Lessons – Scoring Rubric**

<b>Criteria</b>	<b>Developing</b>	<b>Nearly Meets</b>	<b>Meets</b>	<b>Exceeds</b>
<b>TPE-7 Teaching English Learners</b>	Multicultural resources are not authentic, do not reflect the diversity in schools, and the primary language of students is not considered. Lessons do not support English learners.	Candidates select some authentic multicultural resources, primary language is not included or not well translated. Lesson reading and writing activities are inappropriate for levels of proficiency in English and primary language, and assessments are non-existent or inappropriate.	Candidates select authentic multicultural resources that reflect diversity of the classroom, to include the primary language of English learners. Lesson plans include instructional activities appropriate for levels of proficiency in English and primary language, and have relevant assessments.	Teaching candidates include justification for the selection and purpose of each resource, taking into account the varying learning and social needs of individual students or groups in their own classroom. Lessons include language activities meet the academic and social needs of <b>all</b> students.
<b>TPE-15 Social Justice and Equity</b>	Multicultural assignment does not address issues of social justice and equity in the classroom. Lesson plans are not designed for students from diverse backgrounds.	Candidates select some multicultural resources that address issues of social justice and equity. Lesson plans do not include instructional practices for diverse students and are not grounded in theories of multicultural education.	Candidates select authentic multicultural resources that address issues of social justice and equity. Lesson plans are designed to include instructional practices that are grounded in theories of multicultural education, and provide equitable outcomes for students from different linguistic, cultural, social and economic backgrounds.	Candidates include justification for each multicultural selection that show how issues of social justice and equity are addressed for <b>all</b> students. Lesson plans apply instructional strategies grounded in theories and principles of multicultural education, ensure equal outcomes for <b>all</b> students from different backgrounds, and are designed with stakeholders representing <b>all</b> students in the classroom.

## **SDAIE Lesson Plans**

**25 points**

### **– Critical Assessment Task (CAT)**

Applying the SDAIE methodologies and principles discussed in class, create a SDAIE lesson plan appropriate for English learners at various proficiency levels. Each lesson should contain the following:

1. Grade level, Content standard(s) / objectives, ELD standard(s) / objectives, requisite background information (i.e. Who are your students? What are your English learners' proficiency levels? What do your students need to know prior to the lesson?) Materials / resources necessary for the lesson.
2. A plan for assessment
  - How will your students demonstrate mastery of the content and language standards/objectives?
  - What varied authentic products will be produced?
  - What multi-level assessment criteria will be used? Different levels of mastery?
3. Vocabulary and grammatical structures (if applicable) to be learned or reinforced in the lesson – how will you make vocabulary development part of the lesson?
4. How do ALL your students have access to the content you are presenting?
  - Do the activities you have designed for the lesson support the content and ELD standards you have selected?
  - What SDAIE strategies are you using to make the content accessible to all your students?
  - Do the lesson strategies incorporate group collaboration, cooperative learning activities, peer assistance, or other work-group techniques?
  - Does the lesson incorporate the language and culture of language minority students?
  - Do all students have access to academic language?
5. How will you ensure that your lesson provides equitable outcomes for ALL your students (from diverse linguistic, cultural, social and economic backgrounds)?

During several class sessions, students will have the opportunity to work on their lesson plan both individually and in small groups by applying what they have learned from the readings, class discussions, and their classroom experiences.

### SDAIE Presentations

Each student will present her/his SDAIE Lesson Plans (format to be determined by the class).

***This assignment must address TPEs 7 and 15 (see rubric).***

## **TPE Reflective Statements**

**5 points**

In EDSS 555, you are specifically responsible for writing a reflective statement for TPEs 7 and 15 in the TaskStream Electronic Portfolio. ***You must attach your SDAIE lesson plan as an artifact to support your ideas for both reflective statements (TPEs 7 and 15).*** You may attach other artifacts which also support your ideas. The same artifact may appear in multiple TPE reflections.

Each assigned response will relate to course assignments, discussions, and/or readings that provide a deeper understanding of the specified TPE. As you write, the goal is to describe your learning as it relates to the TPE, to analyze artifacts (assignments) and explain how they are evidence of your learning, and to reflect on the significance of your learning (the “so what?”) and

where you need to go next related to the TPE. A four paragraph structure will help you develop your response:

- **1<sup>st</sup> Paragraph:** Introduction to your response that uses the words of the TPE. DO NOT restate the TPE; instead, introduce your reader to the focus of your response as it relates to the TPE. This is basically an extended thesis statement related to the TPE (refer to *TPEs-at-a-Glance with Salient Features*)
- **2<sup>nd</sup> Paragraph:** Explain how one attached artifact is evidence of your learning related to the TPE. The key here is “evidence.” How does this artifact prove that you have learned something specific related to the TPE?
- **3<sup>rd</sup> Paragraph:** Explain how another attached artifact is evidence of your learning related to the TPE. (*Optional for EDSS 555*)
- **4<sup>th</sup> Paragraph:** Reflect upon and summarize the significance of your learning overall (connected to the TPE) and explain what you still need to learn related to this TPE. This addresses the “so what?” of your learning.

Please be succinct in your writing; more is NOT better. State your ideas clearly and keep them grounded in the evidence of your learning as represented by your artifacts. When you submit each TPE response, you will receive feedback from the instructor that asks for revisions or says that you are done. You will not get full credit for this assignment if you are asked to revise and you do not. Please continue to check your Taskstream portfolio until the instructor says you are done with each TPE response for the course. More details about using Taskstream will be given in class and can be found the Taskstream website.

**SDAIE Lesson Plan – Scoring Rubric**

Criteria	Developing	Nearly Meets	Meets	Exceeds
<b>TPE-7 Teaching English learners</b>	Candidates know and can apply few of the pedagogical theories, principles, and instructional practices for English learners. ELs do not comprehend key academic concepts and ideas.	Candidates know many pedagogical theories, principles, and instructional practices for English learners, but cannot apply them in a comprehensive manner.	Candidates know and can apply pedagogical theories, principles, and instructional practices for comprehensive instruction of English learners.	Candidates know and can apply pedagogical theories, principles, and instructional practices for comprehensive instruction of <b>ALL</b> English learners.
<b>TPE 15 Social Justice and Equity</b>	Candidates do not address issues of social justice and equity in the classroom, and lessons are not designed for students from diverse backgrounds.	Candidates know many issues of social justice and equity, but lessons do not include instructional practices for diverse students and are not grounded in theories of multicultural education.	Candidates know and can apply issues of social justice and equity in the classroom. Lessons include instructional practices that are grounded in multicultural education, and provide equitable outcomes for students from different linguistic, cultural, social and economic backgrounds.	Candidates know and apply issues of social justice and equity in their lessons. Lessons apply instructional strategies grounded in theories, principles & ideas of multicultural education, ensure equitable outcomes for <b>all</b> students from different backgrounds, and are designed collaboratively with stakeholders representing <b>all</b> students in the classroom.



**Course Outline**  
(Timeline Subject to Change pending “Teachable” Moments)

Date	Topic	Assignment
Session 1 1/23	<ul style="list-style-type: none"> <li>• Introduction / Overview</li> <li>• Who are English Language Learners?</li> <li>• What is Social Justice and Equity?</li> <li>• Historical Overview of Bilingual Education– Social, Political and Legal Foundations</li> </ul>	Banks (Reader) Kozol (Reader) Krashen – Chapters 1, 6 & 7 (Reader)  <b>DUE: Reading Reflection #1 (in-class assignment)</b>
Session 2 1/30	<ul style="list-style-type: none"> <li>• Second Language Acquisition: Theoretical Frameworks</li> <li>• BE Programs / Legal Mandates – Prop. 227 / Politics of Language Learning</li> <li>• What can classroom teachers do?</li> </ul>	Peregoy&Boyle–Chapters 1&2 (Read.) Collier article (Reader) Crawford – Ch.13, Prop. 227 (Reader) Olsen – Learning English... (Reader) <b>DUE: Reading Reflection #2</b>
Session 3 2/6	<ul style="list-style-type: none"> <li>• Working with the ELD Standards: Profile of ELs’ proficiency levels</li> <li>• Discussion of ELD / SDAIE Observations</li> <li>• Identification/Placement/Assessment of English Learners/CELDT</li> </ul>	Kuntz – My Spanish Standoff (Reader)  <b>DUE: Download the ELD Standards from CDE or WestED Website</b> <b>DUE: ELD / SDAIE Observations</b>
Session 4 2/13	<ul style="list-style-type: none"> <li>• SDAIE Overview</li> <li>• SDAIE Strategies: Oral Language Development</li> </ul>	Echevarria, Vogt & Short (SIOP) – Chapters 1, 2, 3, 4 and 5 Peregoy & Boyle – Chapter 4 (Reader) <b>DUE: Reading Reflection #3</b>
Session 5 2/20	<ul style="list-style-type: none"> <li>• SDAIE Strategies: Reading and Writing</li> <li>• CALLA - Instructional Strategies for English learners</li> <li>• Academic English</li> <li>* <b><i>Class in Kellogg Library (5<sup>th</sup> Floor)</i></b></li> </ul>	Echevarria, Vogt & Short – Chs. 6, 7, 8 Echevarria & Graves – Ch. 4 (Reader) Chamot & O’Malley–Ch.3 & 4 (Reader) Scarcella – Chapter 1 (Reader)
Session 6 2/27	<ul style="list-style-type: none"> <li>• Assessment</li> <li>• Reading and Writing (continued)</li> <li>• Multicultural Resources / Lesson Plan Presentations</li> </ul>	Echevarria, Vogt & Short – Ch. 9 O’Malley & Pierce – Ch. 7 (Reader) <b>DUE: Reading Reflection #4</b> <b>DUE: Multicultural Resources / Lesson Plans</b>
Session 7 3/6	<ul style="list-style-type: none"> <li>• Reading and Writing in Content Areas</li> <li>• Parents, Families and Communities</li> <li>• Beyond the Classroom: Social Aspects of an EL’s schooling experiences</li> </ul>	Echevarria, Vogt & Short – Ch. 10 Scarcella – Chapter 6 (Reader) Valdes (Reader) Rubinstein-Avila (Reader) Quezada, et.al (Reader) <b>DUE: Journal Entry #5</b> <b>DUE: Drafts – TPE Statements</b>
Session 8 3/13	SDAIE Presentations Planning for the Future	<b>DUE: SDAIE Lessons /Presentations</b> <b>DUE: TPE Reflective Statements</b>

**SB 2042 - AUTHORIZATION TO TEACH ENGLISH LEARNERS COMPETENCIES**

<b>PART 1: LANGUAGE STRUCTURE AND FIRST- AND SECOND-LANGUAGE DEVELOPMENT</b>	<b>PART 2: METHODOLOGY OF BILINGUAL, ENGLISH LANGUAGE DEVELOPMENT, AND CONTENT INSTRUCTION</b>	<b>PART 3: CULTURE AND CULTURAL DIVERSITY</b>
<b>I. Language Structure and Use: Universals and Differences (including the structure of English)</b>	<b>I. Theories and Methods of Bilingual Education</b>	<b>I. The Nature of Culture</b>
A. The sound systems of language (phonology)	A. Foundations	A. Definitions of culture
B. Word formation (morphology)	B. Organizational models: What works for whom?	B. Perceptions of culture
C. Syntax	C. Instructional strategies	C. Intragroup differences (e.g., ethnicity, race, generations, and micro-cultures)
D. Word meaning (semantics)	<b>II. Theories and Methods for Instruction In and Through English</b>	D. Physical geography and its effects on culture
E. Language in context	A. Teacher delivery for <u>both</u> English language development <u>and</u> content instruction	E. Cultural congruence
F. Written discourse	B. Approaches with a focus on English language development	<b>II. Manifestations of Culture: Learning About Students</b>
G. Oral discourse	C. Approaches with a focus on content area instruction (specially designed academic instruction delivered in English)	A. What teachers should learn about their students
H. Nonverbal communication	D. Working with paraprofessionals	B. How teachers can learn about their students
I. Language Change		C. How teachers can use what they learn about their students (culturally responsive pedagogy)
<b>II. Theories and Factors in First- and Second-Language Development</b>	<b>III. Language and Content Area Assessment</b>	<b>III. Cultural Contact</b>
A. Historical and current theories and models of language analysis that have implications for second-language development and pedagogy	A. Purpose	A. Concepts of cultural contact
B. Psychological factors affecting first- and second-language development	B. Methods	B. Stages of individual cultural contact
C. Socio-cultural factors affecting first- and second-language development	C. State mandates	C. The dynamics of prejudice
D. Pedagogical factors affecting first- and second-language development	D. Limitations of assessment	D. Strategies for conflict resolution
E. Political factors affecting first- and second- language development	E. Technical concepts	<b>IV. Cultural Diversity in U.S. and CA.</b>
		A. Historical perspectives
		B. Demography
		C. Migration and immigration

EDSS 555 stresses the highlighted competencies.

**Generally Accepted Attributes of Highly Effective Teachers**  
**(as seen in pre-service programs)**

(Roberts and Kellough, 2000; Stone, 2002; McEwan, 2002; Baldwin, Keating and Bachman, 2003; Johnson and Johnson, 1994; COE Mission Statement, 1997)

*The following will be used as a guideline for defining each attribute:*

1. **General classroom attendance, promptness, and participation:** is on time, respects time boundaries (breaks, etc.), regularly attends class, and actively participates.
2. **Attention to classroom discussion protocols** (per Epstein's Five Stage Rocket): respects time limitations, recognizes and respects the perspectives of fellow classmates, gives wait time, listens actively, uses non-interruptive skills, mediates disagreements by working to understand others' perspectives and finding common ground, genuinely encourages all to participate.
3. **Social and cooperative skills (as illustrated in cooperative projects):** assumes responsibility of one's roles, is open to consensus and mediation, effectively communicates ideas, attends group meetings, is dependable, respects others' ideas, expects quality work from self and colleagues, manages time effectively, uses organizational skills and leadership skills, is assertive but not aggressive, uses reflection as a means of evaluation, motivates and offers positive reinforcement to others.
4. **Attention to assignments:** meets time deadlines, produces quality products, responds cooperatively to constructive criticism, uses rubrics or other stipulated criteria to shape an assignment, prioritizes tasks and performs/supervises several tasks at once.
5. **General classroom demeanor:** is professional, creative, kind, sensitive, respectful, has a sense of humor, is supportive of fellow classmates and instructors; recognizes others' perspectives as valid and works to include all "voices" in the classroom; is aware of and responsive to issues and behaviors that might marginalize colleagues in the classroom.
6. **Flexibility:** is responsive when reasonable adjustments to the syllabus, curriculum, schedule, and school site assignments become necessary (common to the educational arena); can work through frustrations by problem-solving with others and not letting emotional responses dominate or impair thinking; "bounces" back easily; can work calmly under stress.
7. **Openness to and enthusiasm for learning:** can engage with a variety of educational ideas with an open mind and a sense of exploration; demonstrates passion for and metacognition of learning across the curriculum and within discipline areas; takes advantage of learning opportunities and seeks out additional opportunities for learning.