

Descriptors:

- 0 – No basis for judgment
- 1 = Unsatisfactory: has no or limited skill in this area
- 2 = Emergent: currently adequate, still developing
- 3 = Proficiency: is above average in this area
- 4 = Exemplary: is exceptional in this area

Candidate's Qualities

	0 No basis for judgment	1 Unsatisfactory	2 Emergent	3 Proficient	4 Exemplary
Written communication skills					
Verbal communication skills					
Cross-cultural communication skills					
Collaboration skills					
Flexibility					
Responsibility					
Initiative					
Works effectively in diverse settings					
Uses technology					
Advocacy for diverse students					
Advocacy for inclusive learning environments					
Responsiveness to feedback					
Individualizes learning as appropriate					
Participates in professional development opportunities					