Edinboro University of PA School of Education

Dispositions Policy/Procedure

The Unit’s Conceptual Framework, *Effective Facilitators of Learning*, provides a vision for professional commitments and dispositions. In accordance with the *Pennsylvania’s Code of Professional Practice and Conduct for Educators* (PDE, 1991), the National Council for Accreditation of Teacher Education (NCATE), state laws and standards, and program specific SPAs, the following guidelines clearly outline expectations for candidates in the Edinboro University School of Education.

**Expectations for Professional Dispositions**

*All candidates of the School of Education will:*

- Be highly qualified when prepared to apply for certification; (PA Professional code of conduct, PDE 430 category IV)
- Display **ethical decision making and good judgment** in matters of planning, preparation, classroom management, communication, sharing information, and professional behavior in the university classroom and partner institutions; (CF 5, PDE 430 category I and IV)
- Respect and embrace **diversity** of candidates, P-12 students, clients, colleagues; (CF 1, TCPP II and III)
- Acknowledge the **individual needs** of each candidate, student, and client and practice sensitive and meaningful approaches conducive to maximizing learning for all; (CF 10, PDE 430 category II and III)
- Maintain **confidentiality** in all professional interactions and communications; (Professional code of conduct)
- Strive for congruence of professional and interpersonal dispositions to interact, communicate, and collaborate effectively with candidates, colleagues, students, families, and the community; (CF 9, Professional code of conduct PDE 430 category IV)
- Exhibit and model **professional language, behavior, and practices** with professors, colleagues, candidates, peers, mentors, students, families, and community members; (CF 5)
- Abide by **laws** relating to the schools, agencies, or the education or treatment of children; (PDE)
- **Commit to not discriminating** on the basis of race, national or ethnic origin, culture, religion, sex or sexual orientation, marital status, age, political beliefs, socioeconomic status; disabling condition or vocational interest against a student or fellow professional. This list of bases of discrimination is not all-inclusive. This discrimination shall be found to exist by an agency of proper jurisdiction to be considered an independent basis for discipline. (PDE Professional code of conduct, TCPP section IV, PDE 430 IV, EUP undergraduate catalog, p. 1, EUP graduate catalog, p. 8) and,
- Submit **original work** and not take ideas and/or expressions of ideas of another person and submit them as one’s own. (UG policy, catalog, p. 34)
If there is evidence that a candidate has demonstrated behavior inconsistent with the expectations for professional dispositions, the dispositions policy will be implemented in a fair and consistent manner, and give the candidate an opportunity to discuss the matter and collaborate on developing a plan for remediation. At any time if a violation is related to violence or is deemed a threat to the safety of self or others, the policy may be readjusted to meet the immediate needs of the entire School of Education and/or university community.

**Policy and Procedures**

When a faculty member determines that a candidate is in violation of the dispositions policy, the faculty member will follow the department procedure to document the concern, provide an opportunity for the student to discuss the concern, and to develop a plan for remediation, when appropriate. If a program has a dispositions policy, the faculty member may choose to follow this prior to notification of the department dispositions committee. When a dispositions concern has been referred to the department dispositions committee, the department dispositions committee will inform the department chair that a dispositions concern has been filed. The chair will then inform the Dean’s Office that a disposition has been filed for the candidate. The candidate’s name, ID number, and date will be recorded in the School of Education Dispositions Database indicating that a dispositions concern has been filed in the department file. The Dean’s Office may be included in the process dependent upon the level of concern. At all levels, if the concern is related to the immediate safety of the faculty/staff member or candidate or others, the concern will be relayed directly to the Dean’s office or if necessary, the proper authorities, including The Office of Student Judicial Affairs. The Office of Student Judicial Affairs provides the due process through which allegations of misconduct are adjudicated. Should there be more than one dispositions concern for a candidate, the chair may meet with the candidate and make formal recommendations based on the nature and/or frequency of a concern and may involve the Dean, when appropriate.

**Documented charges, arrests or convictions**

All candidates will submit clearances currently required by the state before conducting a field experience, practicum, internship, or student teaching. Should a charge, arrest, or conviction be found on any of the clearances, the candidate will be required to meet with the Dean or his/her designee. The Dean or his/her designee will review the clearances, offer the student an opportunity to clarify or present further information, explain to the student that the information must be shared with prospective sites, and describe potential hindrances to seeking certification or licensure. The Dean or his/her designee may assign remediation dependent upon the nature of the offense before the student is permitted to complete a field experience.