PRAIRIE VIEW A&M UNIVERSITY

Doctoral Dispositions

1. Date

2. Evaluator Information

First Name

Last Name

3. Check all that applies to you

PVAMU Faculty   Principal   University Supervisor   Educator Candidate

4. Educator Candidate Information

First Name

Last Name

Program

5. Course Information

Course Name

Course Section

Course Number

Name of Professor of record

First Name

Last Name

6. Semester

[Select an answer]

7. Program

School Principal (Certification)

Non-Certification

8. Directions: For each of the twelve (12) dispositions for doctoral candidates, rate each candidate using the scale to the right. The behavioral indicators below each disposition are included to assist you in determining the different behaviors expected of the doctoral candidate. For example, if the doctoral candidate has progressed in most or all of the behaviors, the rating would be high. If the doctoral candidate has progressed in few or none of the expected behaviors, the rating would be low.

1 = Unacceptable | 2 = Acceptable | 3 = Target | NA = Not Applicable

	Comments			
	1	2	3	NA

Disposition 1: Uses self reflection on previous experiences to refine personal and professional practices

- Practices meaningful reflective self-assessment
- Applies reflective thinking to improve student learning
- Seeks feedback from colleagues and supervisors for improvement of professional skills
- Responds proactively to assessments by supervisors to address areas of concern

Disposition 2 : Is able to inspire others with a compelling vision or shared mission.

- Embodies what they ask of others, and is able to articulate a shared mission in a way that inspires others to follow.
- Offers a sense of common purpose beyond daytoday tasks and makes work meaningful.

Disposition 3 : Demonstrates understanding of the value and relevance of appropriate uses of data, research and technology as part of leading an organization.

- Provides different and alternate approaches to technological solutions
- Stays abreast of educational technology innovations and best practices
- Uses technology to innovate and advance the management of the organization

Disposition 4 : Is aware of local and broader social and political systems impacting the delivery of services and leadership functions in an organization yet makes sound, ethical, and effective leadership decisions to support the overall mission, purpose, objectives and goals of the institution.

- Understands the political forces at work in an organization
- Understands guiding values and unspoken rules.
- Places institutional goals at the heart of all actions.
- Values student and/or client services to support organizational foci.

Disposition 5 : Is able to handle multiple demands without a loss of focus or energy.

- Is flexible in adapting to new challenges
- Is flexible in thinking when changes arise and new realities occur

Disposition 6 : Possesses a high degree of selfawareness; knows limitations and strengths

- Uses resources and data to measure self esteem, and areas for improvement
- Is accepting of the importance of continual personal development

Disposition 7 . Welcomes constructive criticism and feedback.

- Is able to ask for help in determining where to focus in cultivating leadership strengths
- Understands the importance of continuous selfimprovement in order to hone leadership skills.

Disposition 8 : Is able to initiate and catalyze change; can recognize the need for change.

- Is able to be a strong advocate for change, even in the face of opposition
- Can find practical ways to overcome barriers to change

Disposition 9 : Recognizes the importance of diversity and values diverse thoughts in organizations and its leadership

- Understands and recognizes the significance of diversity
- Creates and monitors a diverse climate and environment and promotes sensitivity of diversity throughout the organization.

Disposition 10 : Is able to think and plan strategically in order to attract and reallocate resources efficiently and effectively throughout the organization

- Is able to utilize data and resources effectively to accomplish goals
- Is able to utilize strategic planning devices to implement and effectuate change

Disposition 11 : Is able to examine their leadership paradigm and framework for decision making.

- Is able to articulate a leadership paradigm and its usefulness in achieving success
- Is aware of various leadership frameworks and principles from varied sources

Disposition 12 : Is able to recognize and demonstrate and the influence of ethical behavior in all aspects of leadership

- Strives to make ethical choices in personal and professional endeavors
- Is able to articulate ethical decisionmaking leadership traits

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