

CARE Interview: Assessment of Candidate Dispositions
Questions and Rubric for use during CARE Interview

Applicant: _____ **Program:** _____ **Date:** _____

Initial Candidate Questions	Target	Acceptable	Unacceptable
<u>Professional Dispositions</u>	<p style="text-align: center;">3</p> <p>Candidate provides a relevant, specific, detailed example that directly connects to the CT Code of Professional Responsibilities for Teachers.</p>	<p style="text-align: center;">2</p> <p>Candidate provides a relevant example OR a specific reference to the CT Code.</p>	<p style="text-align: center;">1</p> <p>Candidate does not provide relevant example that directly connects to the CT Code of Professional Responsibilities for Teachers. -OR- Candidate provides a minimal response that lacks detail or a strong association to the CT Code.</p>
<u>Candidate Dispositions</u>	<p style="text-align: center;">3</p> <p>Candidate responds with specific, relevant details illustrating determination, an ethical perspective, personal growth, and/or ability to reflect on experience.</p>	<p style="text-align: center;">2</p> <p>Candidate provides few relevant details OR response tangentially illustrates determination, an ethical perspective, personal growth, and/or ability to reflect on experience.</p>	<p style="text-align: center;">1</p> <p>Candidate does not address the question adequately OR response suggests a weak resolve, an unethical perspective, resistance toward personal growth, and/or inability or unwillingness to reflect on experience.</p>

<p><u>Content Knowledge</u></p>	<p style="text-align: center;">3</p> <p>Candidate expresses enthusiasm toward their content area and sharing their knowledge with pre-k-12 students, AND candidate uses discipline specific language and/or specific examples about the content.</p>	<p style="text-align: center;">2</p> <p>Candidate expresses some enthusiasm toward their content area and sharing their knowledge with pre-k-12 students, BUT candidate did not use discipline specific language and/or specific examples about the content.</p>	<p style="text-align: center;">1</p> <p>Candidate lacks enthusiasm toward their content area and sharing their knowledge with pre-k-12 students, AND candidate did not use discipline specific language and/or examples about the content.</p>
<p><u>Communication Skills and Interview Dispositions</u></p> <p><i>CF: 6</i></p>	<p style="text-align: center;">3</p> <p>The candidate clearly exceeds expectations in presenting a professional appearance and manner; engaging respectfully and thoughtfully with the interviewers and the candidate peer group; participating actively and demonstrating appropriate use of the English language (i.e., grammatically correct <u>and</u> contextually appropriate).</p>	<p style="text-align: center;">2</p> <p>The candidate meets expectations in presenting a professional appearance and manner; engaging respectfully and thoughtfully with the interviewers and the candidate peer group; and demonstrating appropriate use of the English language (i.e., grammatically correct <u>and</u> contextually appropriate).</p>	<p style="text-align: center;">1</p> <p>The candidate fails to demonstrate the following skills/dispositions: presenting a professional appearance and manner; engaging respectfully and thoughtfully with the interviewers and the candidate peer group; and demonstrating appropriate use of the English language (i.e., grammatically correct <u>and</u> contextually appropriate).</p>

_____ Approved _____ Approved with concerns. _____ Not approved

Please provide details (for Approved with concerns): _____

CARE Member: _____ Date: _____ Non-CARE Member: _____ Date: _____

ANY Rubric score of a “ONE” will not allow a person to be admitted to their desired program by CARE. If a score of “one” is given, please use the “Interviewer Notes” below to explain why the score was a one.

Interview Notes: