

Disposition to Teach

Disposition to teach is considered a relevant and critical aspect of effective instruction. (See Appendix A regarding characteristics of Effective Disposition to Teach.)

A student's disposition to teach will be assessed at UMHB through educator preparation courses, through the Department of Education interview process, during any field experience, while student teaching, and/or in other instructional settings associated with teacher preparation. The instructor or student teaching supervisor who feels a student is not demonstrating the disposition to teach will take the following steps:

1. The student's file (kept on record in the DOE office) will be checked for evidence of previously-reported concerns.
 - a. If no previous concerns are noted, but the instructor or supervisor feels the behavior may be severe enough to merit immediate action, the "Notice of Concern: Disposition to Teach" will be forwarded to the Associate Dean for the College of Education, who will determine whether or not consultation with other parties is called for. If so, the Associate Dean will set up a meeting with the instructor, the student, or other individuals involved at a time that is convenient to all parties. This meeting should occur within 10 days of the reported deficiency or behavior. The student will have the opportunity to explain her/his position and provide additional relevant information. The Associate Dean will determine whether additional faculty, staff or school personnel are required to support or refute the observed behavior.

The result of this meeting may be a decision to monitor the student's performance more closely but take no further action unless another notice is filed, development of a remediation action plan, or a recommendation to the Dean of the College of Education or Provost to remove the student from the Educator Preparation Program. The Associate Dean will make the decision for next steps with input from the committee and will provide copies of the decision to the student and instructor within 10 class days. Documentation of the meeting's content, including any written agreements or action plans, will be placed in the student's file.

- b. If no previous concerns are noted, and the instructor feels it is not severe enough to merit immediate action, the instructor will notify the student to discuss the concern and direct the student in resolving the problem. The date of the conference, the concern, and the specific directions provided to the student will be submitted via a "Notice of Concern: Disposition to Teach" form which is available on the Department of Education website and also in the Department of Education office. The form will be forwarded to the Certification Officer for inclusion in the student's file.
 - c. If a previous concern was already in the file (based on the same deficiency or other behaviors of concern to one or more instructors/supervisors), the

instructor/supervisor will complete a second Notice of Concern: Disposition to Teach” form and will indicate this is a second notice. This will be forwarded to the Associate Dean for Education, who will set up a meeting with the instructor, the student at a time that is convenient to all parties. This meeting should occur within 10 days of the reported deficiency or behavior. The student will have the opportunity to explain her/his position and provide additional relevant information. The Associate Dean will determine whether additional faculty, staff or school personnel are required to support or refute the observed behavior.

The result of this meeting may be a decision to monitor the student’s performance more closely but take no further action unless a third notice is filed, development of a remediation action plan, or a recommendation to the Dean of the College of Education to remove the student from the Educator Preparation Program. The Associate Dean will make the final decision with input from the committee and will provide copies of the decision to the student and instructor within 10 class days. Documentation of the meeting’s content, including any written agreements or action plans, will be placed in the student’s file.

- d. If a third notice is provided to the Associate Dean for Education – or at any time when a program director or school administrator determines it is necessary to remove the student teacher or intern because he/she poses a threat to the academic program or the students at a school campus – a meeting will be held involving the Associate Dean for Education, the Dean of the College of Education, the instructors/professors filing the original notices of concern, and/or UMHB personnel involved in such decisions (i.e. Vice-President for Human Resources, Provost, or Dean of Students). The final decision, based on input from all involved, will be shared with the student.

At this time, the student may be extended an opportunity for remediation or may be dismissed from the Educator Preparation Program. The student has a right to appeal the committee’s decision according to UMHB policy by providing a written statement refuting the evidence reviewed by the committee to the Provost for Academic Affairs.