

School Psychology KA #6\_Prof Dispos

Query Name: ESP 632

Parameters Applied: Term: Fall 2025 08/25/2025~12/12/2025, Spring 2025 01/13/2025~05/02/2025  
Organization information:  
Courses: ESP-632 Learn & Behav Cons & Interv

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Query Name: ESP 689

Parameters Applied: Term: Fall 2025 08/25/2025~12/12/2025, Spring 2025 01/13/2025~05/02/2025  
Organization information:  
Courses: ESP-689 Internship-School Psych

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School Psychology KA #6\_Prof Dispos

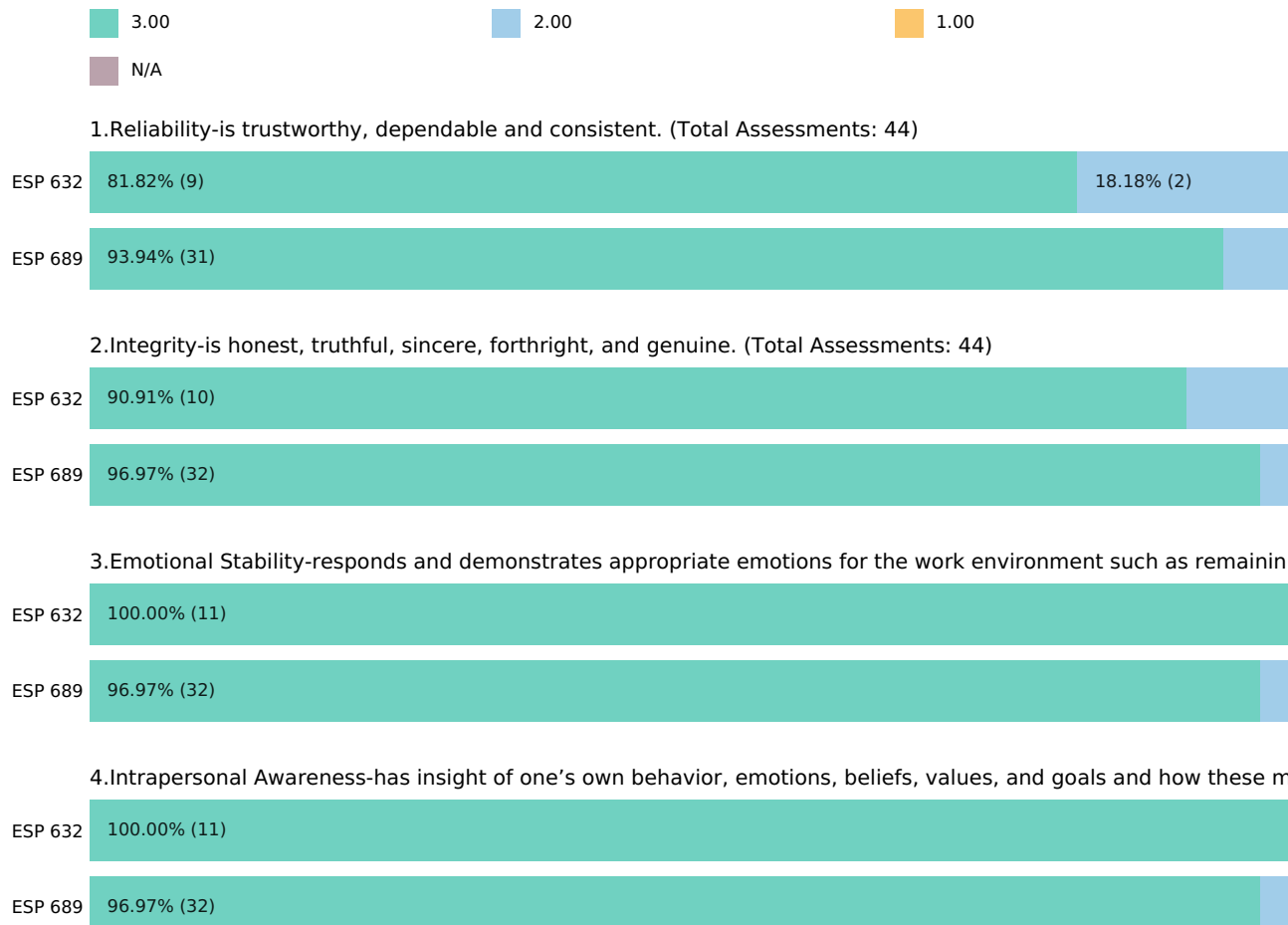
Group by:	Element
Element:	<p>1.Reliability-is trustworthy, dependable and consistent. / 2.Integrity-is honest, truthful, sincere, forthright, and genuine. / 3.Emotional Stability-responds and demonstrates appropriate emotions for the work environment such as remaining calm and productive when faced with pressure or stress. / 4.Intrapersonal Awareness-has insight of one's own behavior, emotions, beliefs, values, and goals and how these may impact others and recognizes personal strengths and weaknesses/limitations. / 5.Interpersonal Awareness-has insight and understanding of others behavior, emotions, beliefs, values, and goals./ 6.Initiative-acts and takes charge of one's responsibilities and leads or assists in unforeseen or unassigned tasks. / 7.Adaptability/Flexibility-reacts to unforeseen and novel circumstances or events in the setting with an accommodating attitude and adaptable planning. / 8.Accountability-is responsible for all actions and inactions, acknowledges errors/mistakes, and works towards improvement. / 9.Ethical &amp; Professional Practice - Demonstrates respect for human diversity and social justice / 10.Advocacy - serves as an advocate for children. / 11.Professional identity - advocates for school psychologist's professional roles and to provide effective services. / 12.Consultation - Consults and collaborates in planning, problem solving, and decision-making processes among diverse school personnel, families, community professionals, and others. / 13.Collaboration-cooperates and works well with others and is supportive when needed. / 14.Work Productivity-completes work/assigned tasks in a productive, timely manner with minimal oversight and reminders. / 15.Quality of Work-completed work/assigned tasks are of acceptable quality. / 16.Organizational Skills-employs effective organizational skills with calendar, scheduling, appointments, work materials, caseload tracking and management, and prioritizing work/assigned tasks. / 17.Interpersonal Relations-relates effectively with employers, supervisors, employees, colleagues, peers, faculty, parents, and students. / 18.Judgement and Decision Making-is effective in making decisions and reaching appropriate and logical conclusions. / 19.Problem-solving-effectively analyzes problem situations and conceptualizes alternative approaches and solutions. / 20.Research Application - Understands research/ evidence-based practices and uses it as a foundation for effective service delivery. / 21.Conflict Resolution-resolves conflict situations in a professional manner. / 22.Independence-exhibits an appropriate level independence and autonomy. / 23.Attendance and Participation-has an acceptable record of attendance and participation specific to work, meetings, classes, trainings, and other required events. / 24.Verbal/Oral Communication-demonstrates effective verbal/oral communication with all populations in a clear and useful manner including meetings and presentations to individuals and groups. / 25.Written Communication- is skilled and professional in all written communication such as writing skills in notes, reports, letters, emails, etc. / 26 Seeking Support-identifies and obtains supervisory or consultative support immediately when needed and only works within their level of competence. / 27.Accepting of Supervision-is accepting and respectful of supervision and feedback from employers, supervisors, and faculty and responds appropriately. / 28.Preparation-is prepared for work and all meetings, classes, trainings, and other required events. / 29.Punctuality/Promptness-is on-time for work and all meetings, classes, trainings, and other required events. Responds to all telephone calls, voice mails, emails, letters, and notes in a timely manner. / 30.Attention-to-detail-exhibits appropriate level of attention to detail and directions. / 31.Diversity-has an understanding of and demonstrates knowledge, sensitivity, and respect for human diversity. / 32.Diversity - applies knowledge of diversity in development and learning while providing professional and effective services in data-based decision making, consultation and collaboration, and direct and indirect services for individuals, families, and schools with diverse characteristics, cultures, and backgrounds. / 33.Rapport-demonstrates effectiveness in establishing and maintaining ongoing rapport with</p>

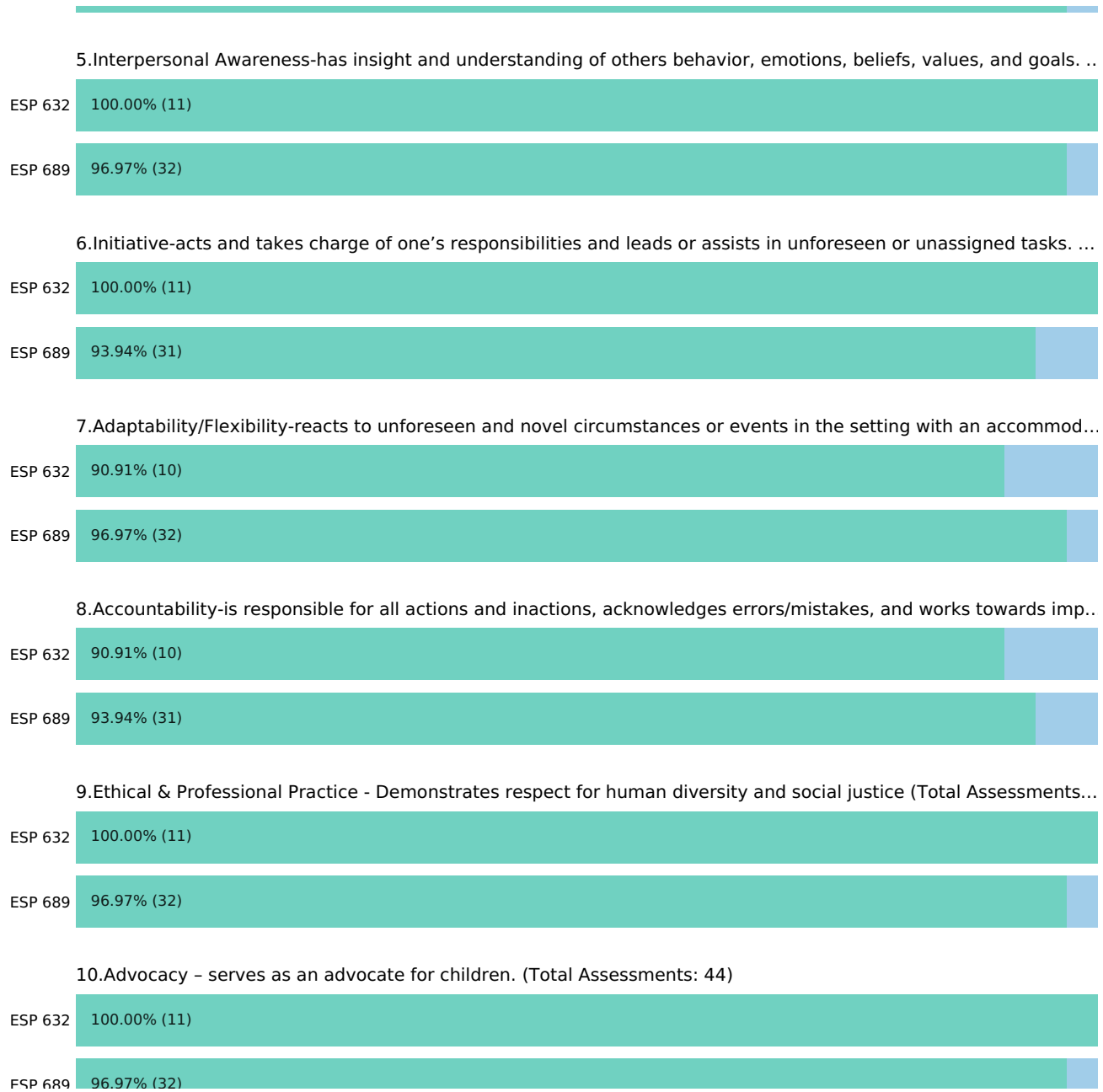
students and consultees. / 34.Non-verbal behavior-demonstrates appropriate non-verbal behavior (e.g., attending, eye contact, body posture, etc.). / 35.Policies and Laws-is knowledgeable of and adheres to all applicable policies, procedures, and laws at the local, state, and national levels pertaining to school psychology (e.g., FERPA, 504, IDEIA, and state psychology and education licensing laws). / 36.Ethics-is knowledgeable of, applies, and adheres to applicable professional psychology ethical codes (i.e., Alabama Educator Code of Ethics, NASP, APA).

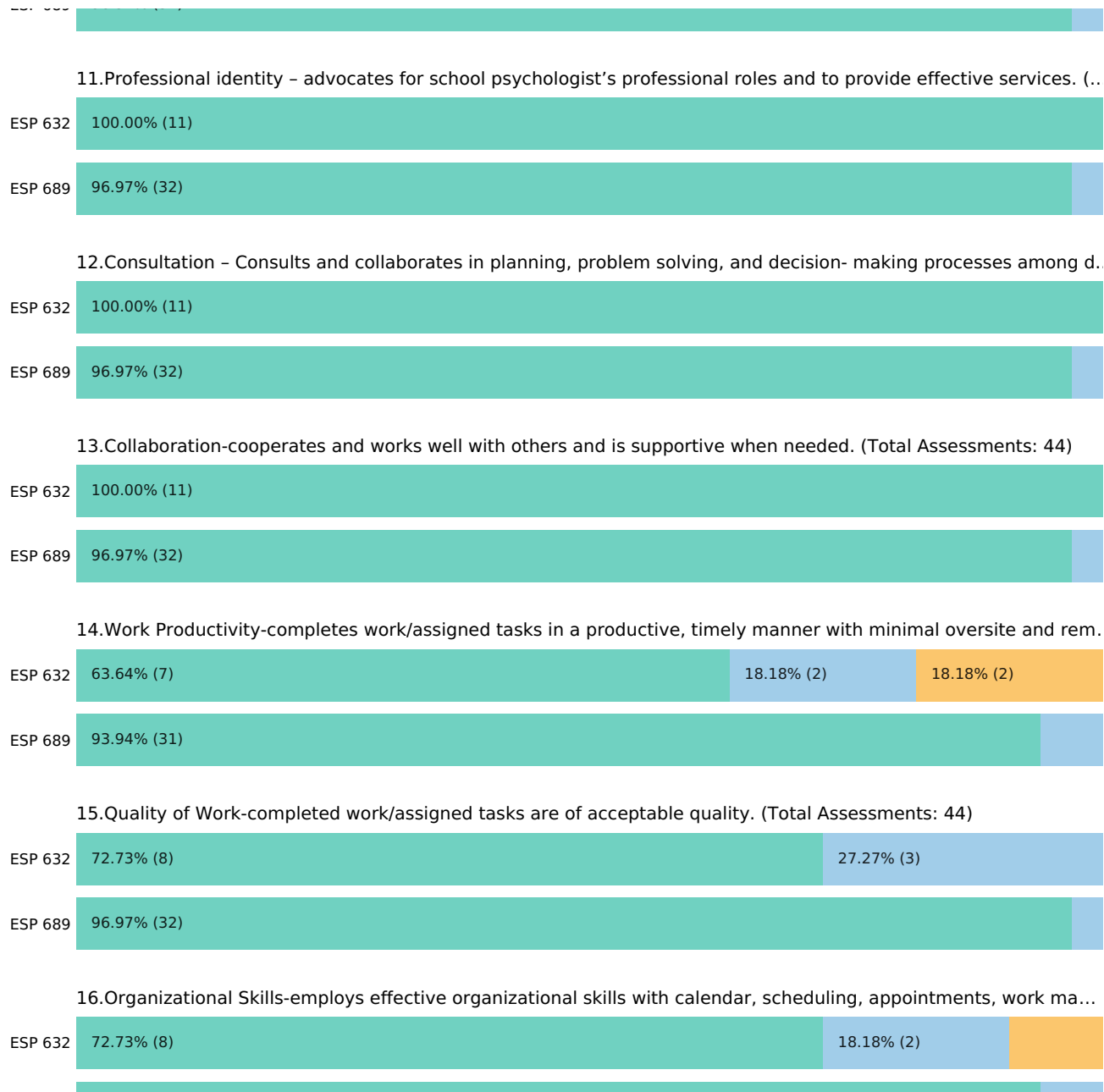
Performance Level: 3.00 / 2.00 / 1.00 / N/A

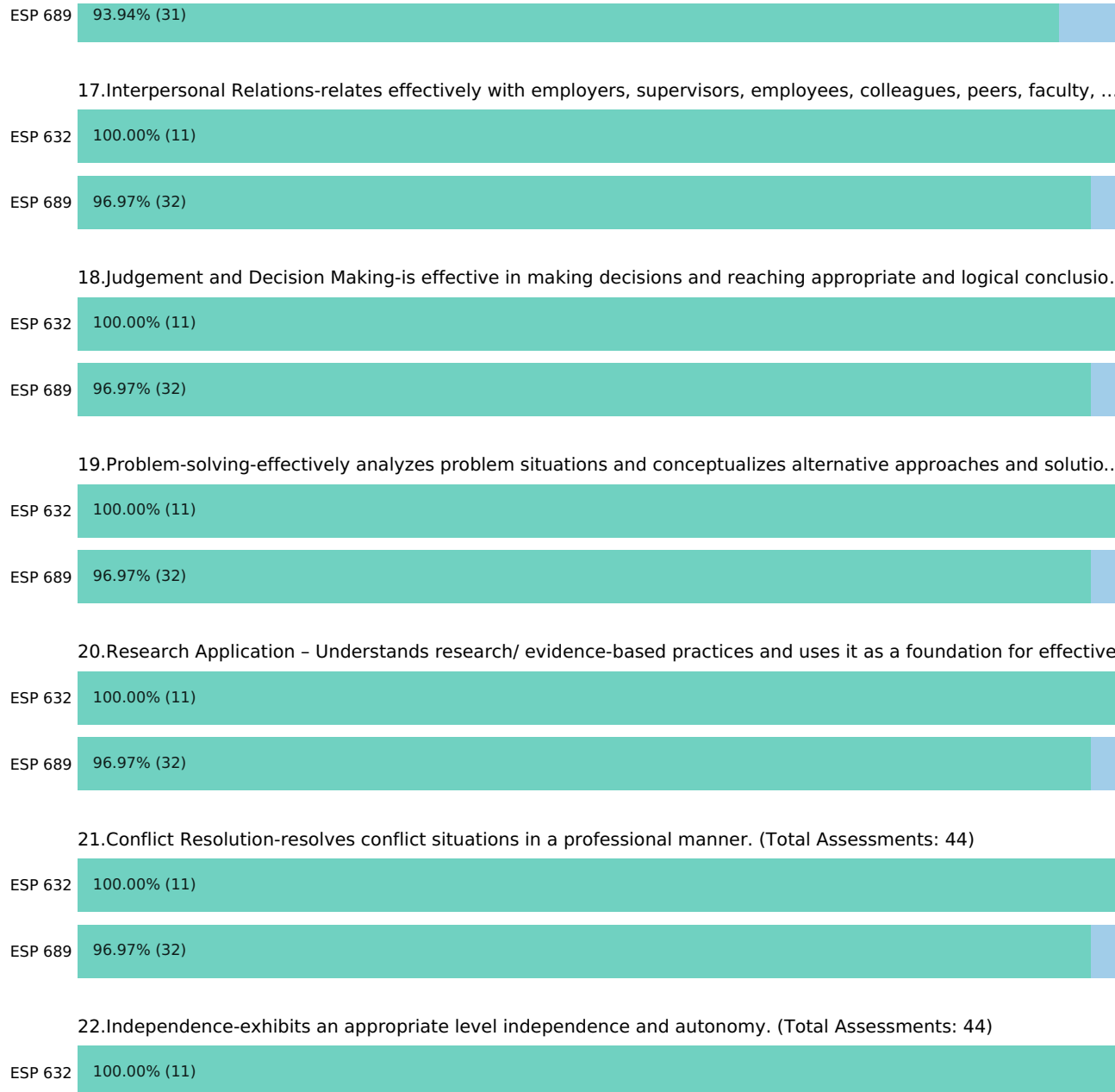
Standard: -

**Rubric Results by Element**















Element	Query	3.00	2.00	1.00	N/A	Mean	Stdev
1.Reliability-is trustworthy, dependable and consistent.	ESP 632	81.82% (9)	18.18% (2)	0.00% (0)	0.00% (0)	2.82	0.40
	ESP 689	93.94% (31)	6.06% (2)	0.00% (0)	0.00% (0)	2.94	0.24
2.Integrity-is honest, truthful, sincere, forthright, and genuine.	ESP 632	90.91% (10)	9.09% (1)	0.00% (0)	0.00% (0)	2.91	0.30
	ESP 689	96.97% (32)	3.03% (1)	0.00% (0)	0.00% (0)	2.97	0.17

3. Emotional Stability-responds and demonstrates appropriate emotions for the work environment such as remaining calm and productive when faced with pressure or stress.	ESP 632	100.00% (11)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	96.97% (32)	3.03% (1)	0.00% (0)	0.00% (0)	2.97	0.17
4. Intrapersonal Awareness-has insight of one's own behavior, emotions, beliefs, values, and goals and how these may impact others and recognizes personal strengths and weaknesses/limitations.	ESP 632	100.00% (11)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	96.97% (32)	3.03% (1)	0.00% (0)	0.00% (0)	2.97	0.17
5. Interpersonal Awareness-has insight and understanding of others behavior, emotions, beliefs, values, and goals.	ESP 632	100.00% (11)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	96.97% (32)	3.03% (1)	0.00% (0)	0.00% (0)	2.97	0.17

6. Initiative-acts and takes charge of one's responsibilities and leads or assists in unforeseen or unassigned tasks.	ESP 632	100.00% (11)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	93.94% (31)	6.06% (2)	0.00% (0)	0.00% (0)	2.94	0.24
7. Adaptability/Flexibility-reacts to unforeseen and novel circumstances or events in the setting with an accommodating attitude and adaptable planning.	ESP 632	90.91% (10)	9.09% (1)	0.00% (0)	0.00% (0)	2.91	0.30
	ESP 689	96.97% (32)	3.03% (1)	0.00% (0)	0.00% (0)	2.97	0.17
8. Accountability-is responsible for all actions and inactions, acknowledges errors/mistakes, and works towards improvement.	ESP 632	90.91% (10)	9.09% (1)	0.00% (0)	0.00% (0)	2.91	0.30
	ESP 689	93.94% (31)	6.06% (2)	0.00% (0)	0.00% (0)	2.94	0.24

9.Ethical & Professional Practice - Demonstrates respect for human diversity and social justice	ESP 632	100.00% (11)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	96.97% (32)	3.03% (1)	0.00% (0)	0.00% (0)	2.97	0.17
10.Advocacy - serves as an advocate for children.	ESP 632	100.00% (11)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	96.97% (32)	3.03% (1)	0.00% (0)	0.00% (0)	2.97	0.17
11.Professional identity - advocates for school psychologist's professional roles and to provide effective services.	ESP 632	100.00% (11)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	96.97% (32)	3.03% (1)	0.00% (0)	0.00% (0)	2.97	0.17
12.Consultation - Consults and collaborates in planning, problem solving, and decision- making processes among diverse school personnel, families, community professionals, and others.	ESP 632	100.00% (11)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0

	ESP 689	96.97% (32)	3.03% (1)	0.00% (0)	0.00% (0)	2.97	0.17
13.Collaboration-cooperates and works well with others and is supportive when needed.	ESP 632	100.00% (11)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	96.97% (32)	3.03% (1)	0.00% (0)	0.00% (0)	2.97	0.17
14.Work Productivity-completes work/assigned tasks in a productive, timely manner with minimal oversight and reminders.	ESP 632	63.64% (7)	18.18% (2)	18.18% (2)	0.00% (0)	2.45	0.82
	ESP 689	93.94% (31)	6.06% (2)	0.00% (0)	0.00% (0)	2.94	0.24
15.Quality of Work-completed work/assigned tasks are of acceptable quality.	ESP 632	72.73% (8)	27.27% (3)	0.00% (0)	0.00% (0)	2.73	0.47
	ESP 689	96.97% (32)	3.03% (1)	0.00% (0)	0.00% (0)	2.97	0.17

16.Organizational Skills-employs effective organizational skills with calendar, scheduling, appointments, work materials, caseload tracking and management, and prioritizing work/assigned tasks.	ESP 632	72.73% (8)	18.18% (2)	9.09% (1)	0.00% (0)	2.64	0.67
	ESP 689	93.94% (31)	6.06% (2)	0.00% (0)	0.00% (0)	2.94	0.24
17.Interpersonal Relations-relates effectively with employers, supervisors, employees, colleagues, peers, faculty, parents, and students.	ESP 632	100.00% (11)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	96.97% (32)	3.03% (1)	0.00% (0)	0.00% (0)	2.97	0.17
18.Judgement and Decision Making-is effective in making decisions and reaching appropriate and logical conclusions.	ESP 632	100.00% (11)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	96.97% (32)	3.03% (1)	0.00% (0)	0.00% (0)	2.97	0.17

19.Problem-solving-effectively analyzes problem situations and conceptualizes alternative approaches and solutions.	ESP 632	100.00% (11)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	96.97% (32)	3.03% (1)	0.00% (0)	0.00% (0)	2.97	0.17
20.Research Application - Understands research/ evidence-based practices and uses it as a foundation for effective service delivery.	ESP 632	100.00% (11)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	96.97% (32)	3.03% (1)	0.00% (0)	0.00% (0)	2.97	0.17
21.Conflict Resolution-resolves conflict situations in a professional manner.	ESP 632	100.00% (11)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	96.97% (32)	3.03% (1)	0.00% (0)	0.00% (0)	2.97	0.17
22.Independence-exhibits an appropriate level independence and autonomy.	ESP 632	100.00% (11)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	96.97% (32)	3.03% (1)	0.00% (0)	0.00% (0)	2.97	0.17

23.Attendance and Participation-has an acceptable record of attendance and participation specific to work, meetings, classes, trainings, and other required events.	ESP 632	90.91% (10)	9.09% (1)	0.00% (0)	0.00% (0)	2.91	0.30
	ESP 689	96.97% (32)	3.03% (1)	0.00% (0)	0.00% (0)	2.97	0.17
24.Verbal/Oral Communication-demonstrates effective verbal/oral communication with all populations in a clear and useful manner including meetings and presentations to individuals and groups.	ESP 632	100.00% (11)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	96.97% (32)	3.03% (1)	0.00% (0)	0.00% (0)	2.97	0.17
25.Written Communication- is skilled and professional in all written communication such as writing skills in notes, reports, letters, emails, etc.	ESP 632	90.91% (10)	9.09% (1)	0.00% (0)	0.00% (0)	2.91	0.30

	ESP 689	96.97% (32)	3.03% (1)	0.00% (0)	0.00% (0)	2.97	0.17
26. Seeking Support-identifies and obtains supervisory or consultative support immediately when needed and only works within their level of competence.	ESP 632	100.00% (11)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	96.97% (32)	3.03% (1)	0.00% (0)	0.00% (0)	2.97	0.17
27. Accepting of Supervision-is accepting and respectful of supervision and feedback from employers, supervisors, and faculty and responds appropriately.	ESP 632	100.00% (11)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	96.97% (32)	3.03% (1)	0.00% (0)	0.00% (0)	2.97	0.17
28. Preparation-is prepared for work and all meetings, classes, trainings, and other required events.	ESP 632	100.00% (11)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	96.97% (32)	3.03% (1)	0.00% (0)	0.00% (0)	2.97	0.17

29.Punctuality/Pro mptness-is on-time for work and all meetings, classes, trainings, and other required events. Responds to all telephone calls, voice mails, emails, letters, and notes in a timely manner.	ESP 632	90.91% (10)	9.09% (1)	0.00% (0)	0.00% (0)	2.91	0.30
	ESP 689	93.94% (31)	6.06% (2)	0.00% (0)	0.00% (0)	2.94	0.24
30.Attention-to- detail-exhibits appropriate level of attention to detail and directions.	ESP 632	100.00% (11)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	96.97% (32)	3.03% (1)	0.00% (0)	0.00% (0)	2.97	0.17
31.Diversity-has an understanding of and demonstrates knowledge, sensitivity, and respect for human diversity.	ESP 632	100.00% (11)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	96.97% (32)	3.03% (1)	0.00% (0)	0.00% (0)	2.97	0.17

32.Diversity - applies knowledge of diversity in development and learning while providing professional and effective services in data-based decision making, consultation and collaboration, and direct and indirect services for individuals, families, and schools with diverse characteristics, cultures, and backgrounds.	ESP 632	100.00% (11)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	96.97% (32)	3.03% (1)	0.00% (0)	0.00% (0)	2.97	0.17
33.Rapport-demonstrates effectiveness in establishing and maintaining ongoing rapport with students and consultees.	ESP 632	100.00% (11)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	96.97% (32)	3.03% (1)	0.00% (0)	0.00% (0)	2.97	0.17

34.Non-verbal behavior-demonstrates appropriate non-verbal behavior (e.g., attending, eye contact, body posture, etc.).	ESP 632	100.00% (11)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	96.97% (32)	3.03% (1)	0.00% (0)	0.00% (0)	2.97	0.17
35.Policies and Laws-is knowledgeable of and adheres to all applicable policies, procedures, and laws at the local, state, and national levels pertaining to school psychology (e.g., FERPA, 504, IDEIA, and state psychology and education licensing laws).	ESP 632	100.00% (11)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	96.97% (32)	3.03% (1)	0.00% (0)	0.00% (0)	2.97	0.17
36.Ethics-is knowledgeable of, applies, and adheres to applicable professional psychology ethical codes (i.e., Alabama Educator Code of Ethics, NASP, APA).	ESP 632	100.00% (11)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	96.97% (32)	3.03% (1)	0.00% (0)	0.00% (0)	2.97	0.17

	ESP 689	96.97% (32)	3.03% (1)	0.00% (0)	0.00% (0)	2.97	0.17
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**Total Rubric Score**

Rubric assessments with one or more elements marked with N/A are not included in the total rubric score calculations.

Query	Number of Assessments	Mean	Stdev
ESP 632	11	2.95	0.12
ESP 689	33	2.96	0.01