

School Psychometry KA6 (2022) Dispositions

Query Name: ESP 600
Parameters Applied: Term: Fall 2024 08/26/2024~12/13/2024, Spring 2025 01/13/2025~05/02/2025
Organization information:
Courses: ESP-600 Seminar in School Psychometry

Query Name: ESP 627
Parameters Applied: Term: Fall 2024 08/26/2024~12/13/2024, Spring 2025 01/13/2025~05/02/2025
Organization information:
Courses: Indiv Assess Child/Youth I

Query Name: ESP 689
Parameters Applied: Term: Fall 2024 08/26/2024~12/13/2024, Spring 2025 01/13/2025~05/02/2025
Organization information:
Courses: ESP-689 Internship-School Psych

School Psychometry KA6 (2022) Dispositions

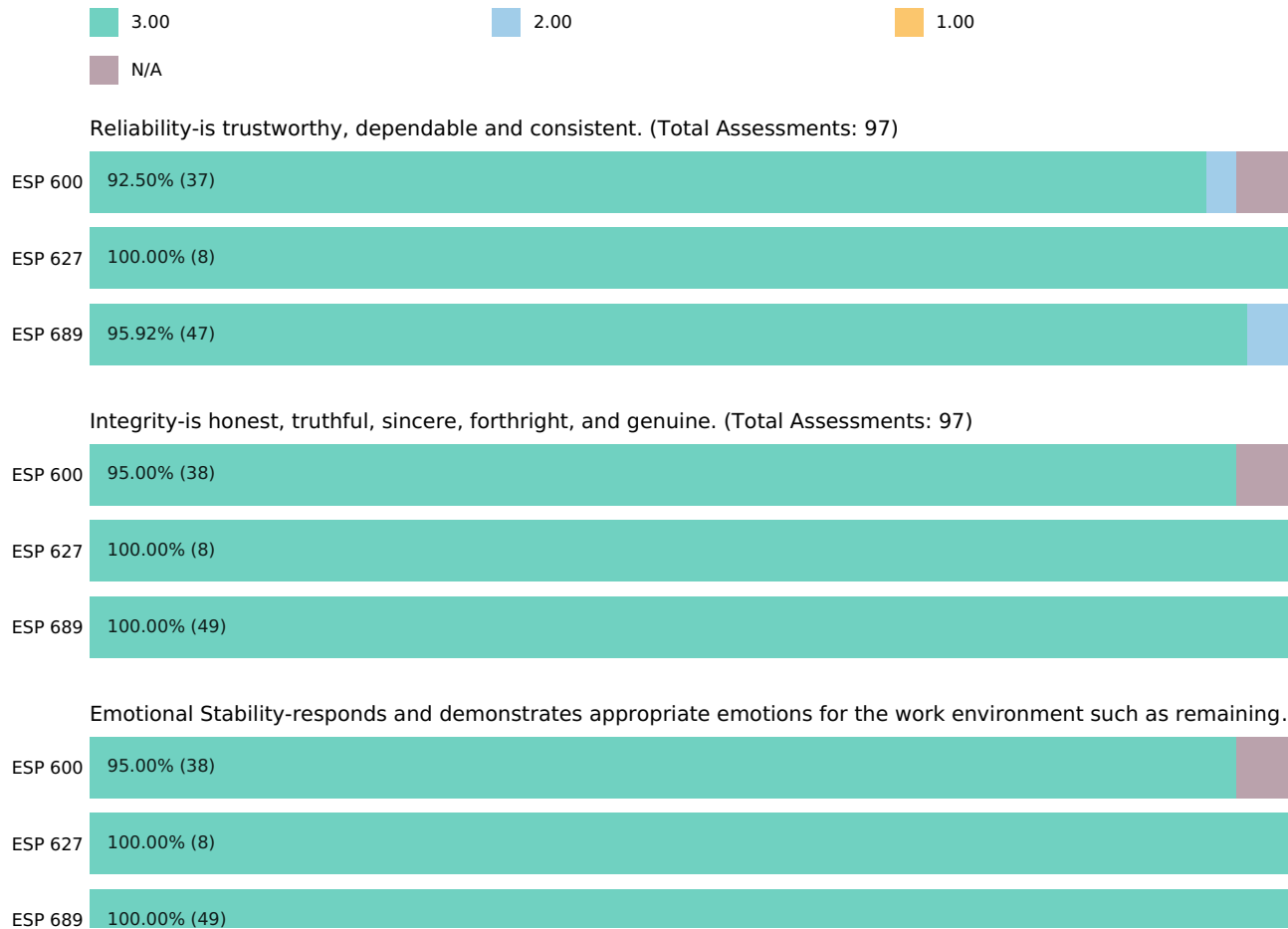
Group by:	Element
Element:	<p>Reliability-is trustworthy, dependable and consistent. / Integrity-is honest, truthful, sincere, forthright, and genuine. / Emotional Stability-responds and demonstrates appropriate emotions for the work environment such as remaining calm and productive when faced with pressure or stress. / Intrapersonal Awareness-has insight of one's own behavior, emotions, beliefs, values, and goals and how these may impact others and also recognizes personal strengths and weaknesses/limitations. / Interpersonal Awareness-has insight and understanding of others behavior, emotions, beliefs, values, and goals. / Initiative-acts and takes charge of one's responsibilities and leads or assists in unforeseen or unassigned tasks. / Adaptability/Flexibility-reacts to unforeseen and novel circumstances or events in the setting with an accommodating attitude and adaptable planning. / Accountability-is responsible for all actions and inactions, acknowledges errors/mistakes, and works towards improvement. / Implements Accountability Systems- Collaborates with local and state education agencies to implement accountability systems (ex: PowerSchool, Q-global, etc) (6.2) / Advocacy - serves as an advocate for children. (6.3) / Advocacy - advocates for school psychometrist's professional roles and to provide effective services. (6.3) / Consultation - Consults and collaborates in planning, problem solving, and decision- making processes among diverse school personnel, families, community professionals, and others. (2.1) / Collaboration-cooperates and works well with others and is supportive when needed. (2.1)/ Work Focus-is dedicated and focused on work/assigned tasks. / Work Productivity-completes work/assigned tasks in a productive, timely manner with minimal oversight and reminders. / Motivation-demonstrates interest and perseverance with work/assigned tasks. / Quality of Work-completed work/assigned tasks are of acceptable quality. / Organizational Skills-employs effective organizational skills with calendar, scheduling, appointments, work materials, caseload tracking and management, and prioritizing work/assigned tasks. / Interpersonal Relations-relates effectively with employers, supervisors, employees, colleagues, peers, faculty, parents, and students. / Judgement and Decision Making-is effective in making decisions and reaching appropriate and logical conclusions. (1) / Problem-solving-effectively analyzes problem situations and conceptualizes alternative approaches and solutions. / Research Application - Understands research/ evidence-based practices and uses it as a foundation for effective service delivery. (5) / Conflict Resolution-resolves conflict situations in a professional manner. / Independence-exhibits an appropriate level independence and autonomy. / Attendance and Participation-has an acceptable record of attendance and participation specific to work, meetings, classes, trainings, and other required events. / 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. / Written Communication- is skilled and professional in all written communication such as writing skills in notes, reports, letters, emails, etc. / Seeking Support-identifies and obtains supervisory or consultative support immediately when needed and only works within their level of competence. / Accepting of Supervision-is accepting and respectful of supervision and feedback from employers, supervisors, and faculty and responds appropriately. / Preparation-is prepared for work and all meetings, classes, trainings and other required events./ 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. / Attention-to-detail-exhibits appropriate level of attention to detail and directions. / Diversity-has an understanding of and demonstrates knowledge, sensitivity and respect for human diversity. (4)/ 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. (4) / Rapport-demonstrates effectiveness in establishing and</p>

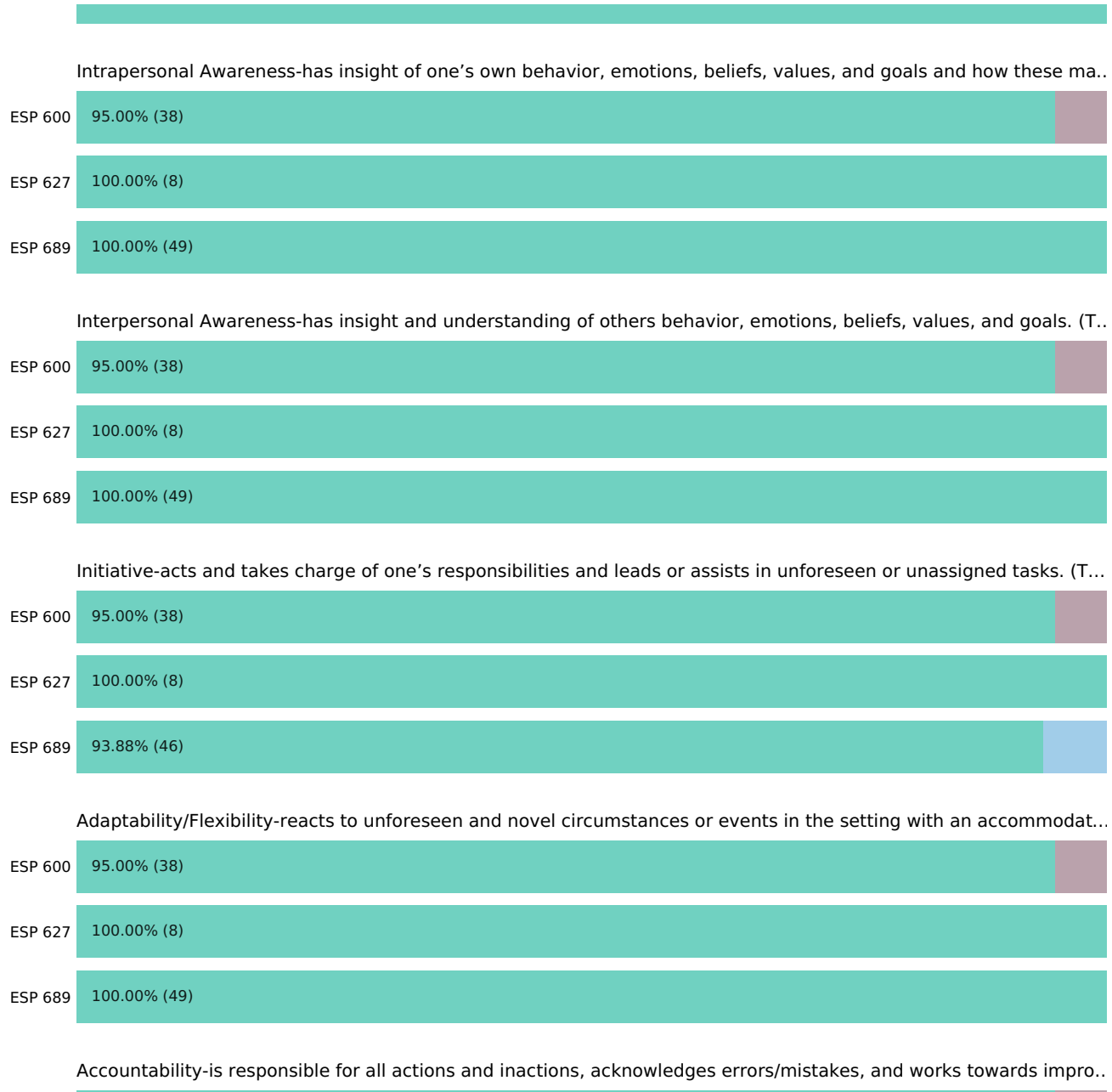
maintaining ongoing rapport with students and consultees. (2) / Non-verbal behavior-demonstrates appropriate non-verbal behavior (e.g., attending, eye contact, body posture, etc.). / Policies and Laws-is knowledgeable of and adheres to all applicable policies, procedures, and laws at the local, state, and national levels pertaining to school psychology (e.g., FERPA, 504, IDEIA, and state psychology and education licensing laws). (6.1) / Ethics-is knowledgeable of, applies, and adheres to applicable professional psychology ethical codes (i.e., Alabama Educator Code of Ethics, NASP, APA). (6.1)

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

Standard: -

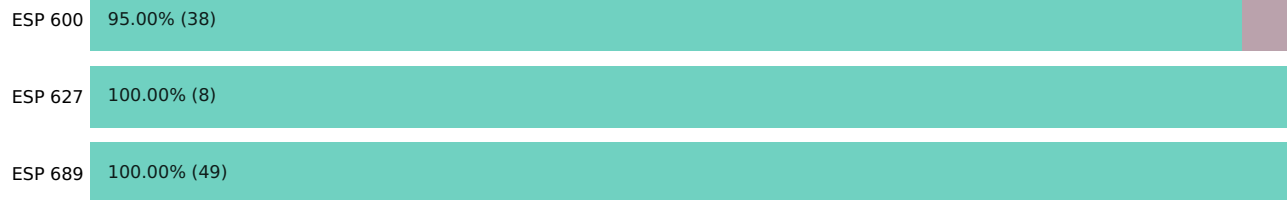
Rubric Results by Element



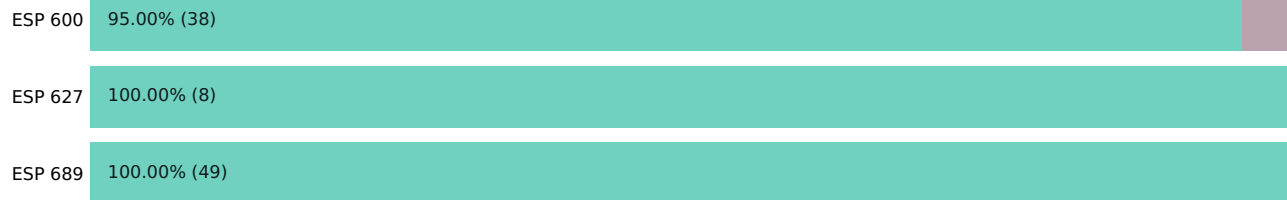




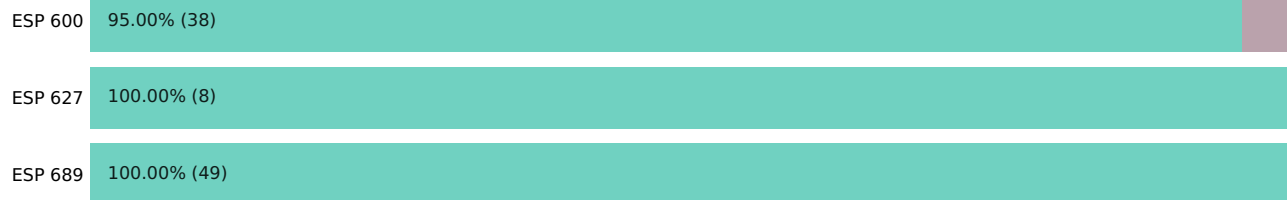
Implements Accountability Systems- Collaborates with local and state education agencies to implement accountab..



Advocacy - serves as an advocate for children. (6.3) (Total Assessments: 97)

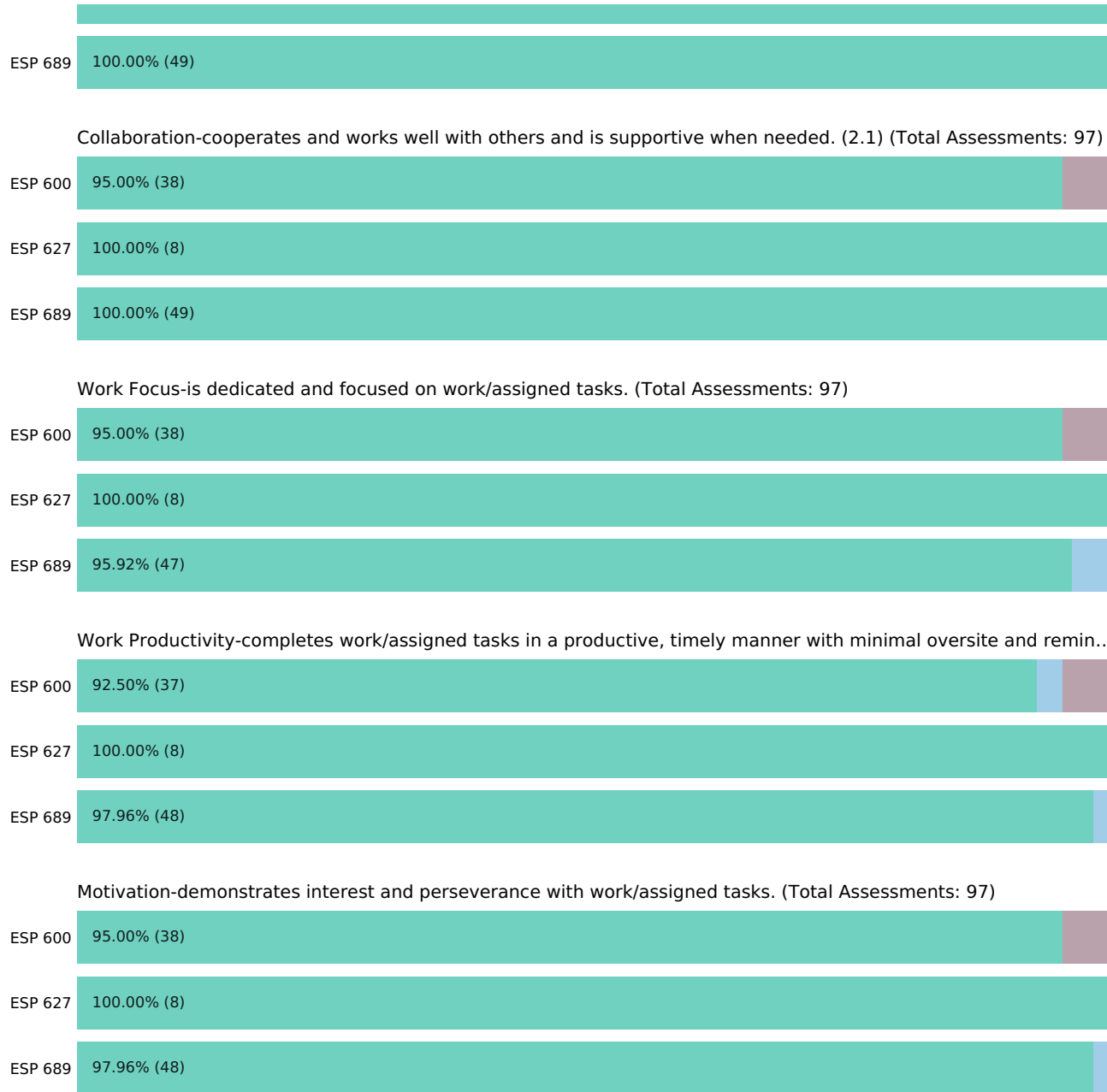


Advocacy - advocates for school psychometrist's professional roles and to provide effective services. (6.3) (Total A..

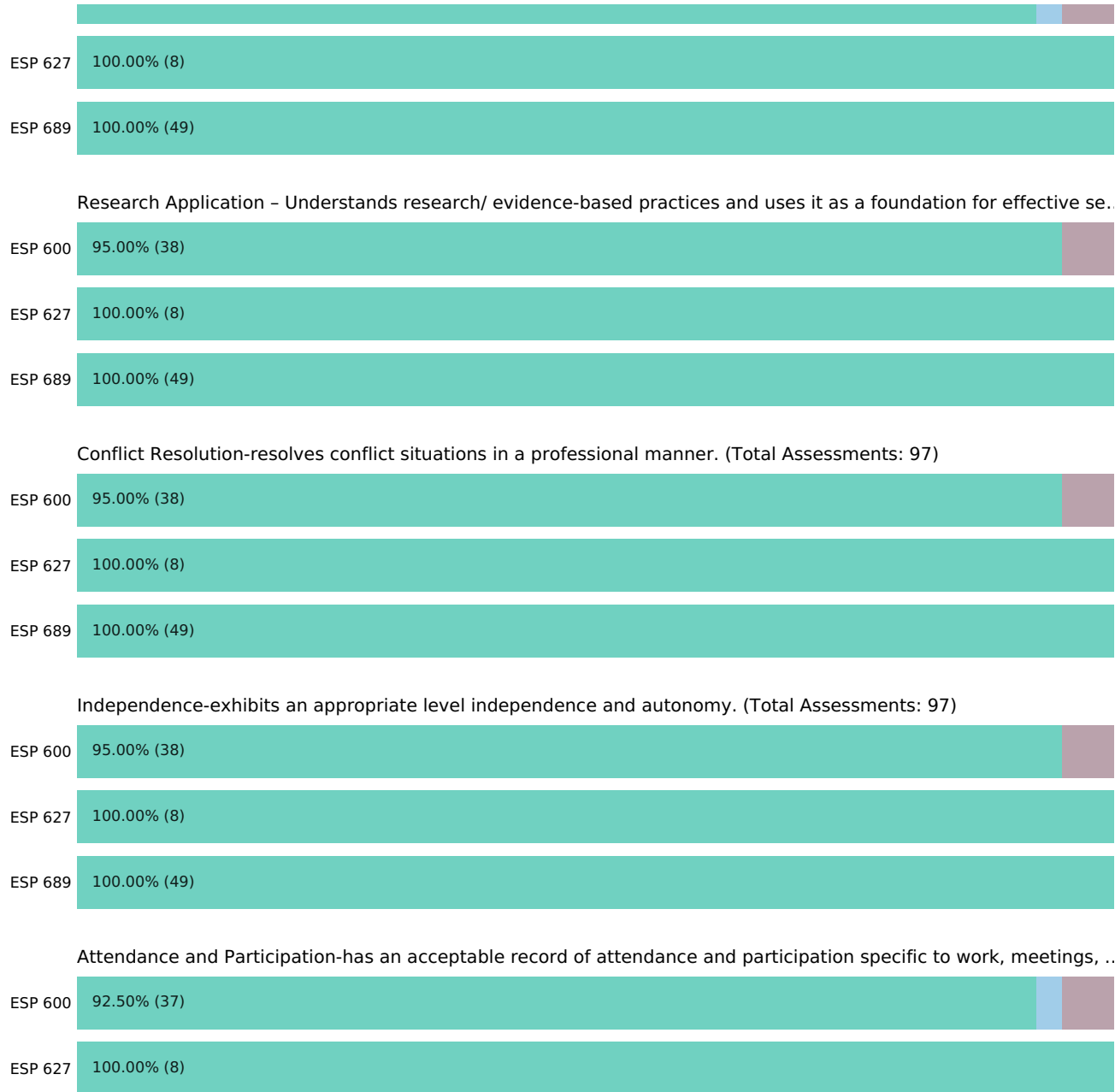


Consultation - Consults and collaborates in planning, problem solving, and decision- making processes among dive..

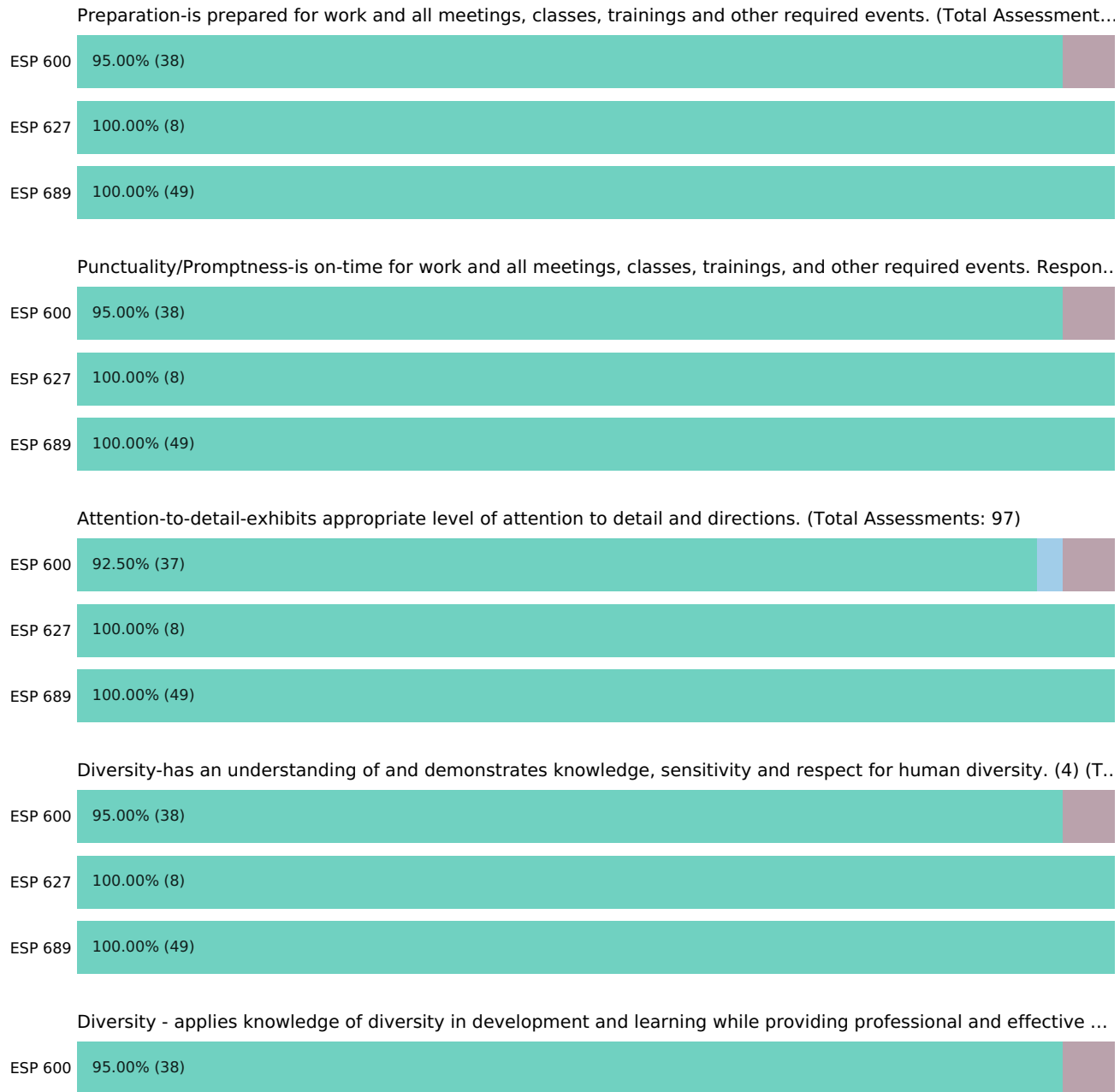


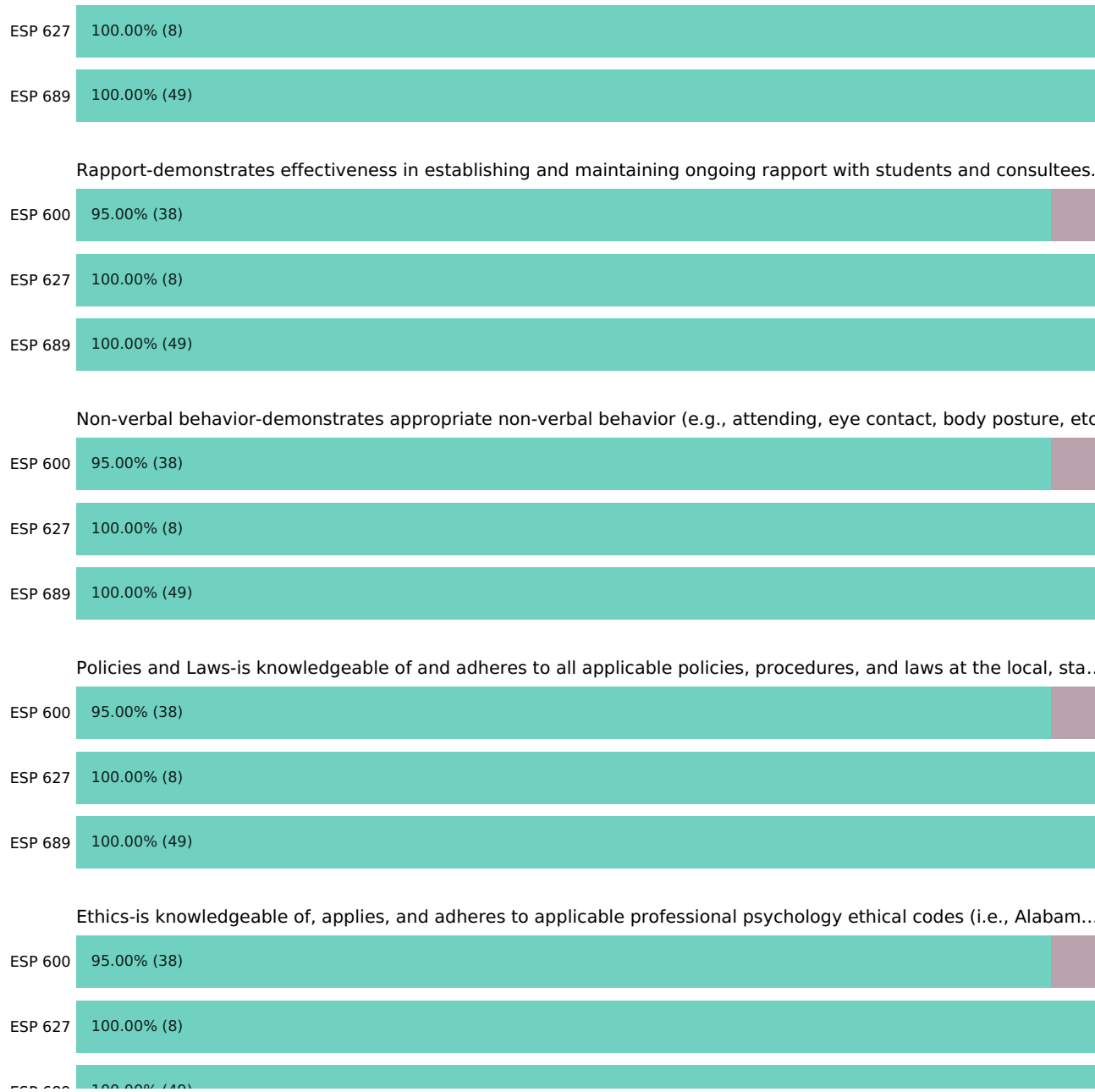












ESP 689 100.00% (49)

Element	Query	3.00	2.00	1.00	N/A	Mean	Stdev
Reliability-is trustworthy, dependable and consistent.	ESP 600	92.50% (37)	2.50% (1)	0.00% (0)	5.00% (2)	2.97	0.16
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	95.92% (47)	4.08% (2)	0.00% (0)	0.00% (0)	2.96	0.20
Integrity-is honest, truthful, sincere, forthright, and genuine.	ESP 600	95.00% (38)	0.00% (0)	0.00% (0)	5.00% (2)	3.00	0
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	100.00% (49)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
Emotional Stability-responds and demonstrates appropriate emotions for the work environment such as remaining calm and productive when faced with pressure or stress.	ESP 600	95.00% (38)	0.00% (0)	0.00% (0)	5.00% (2)	3.00	0
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	100.00% (49)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0

Intrapersonal Awareness-has insight of one's own behavior, emotions, beliefs, values, and goals and how these may impact others and also recognizes personal strengths and weaknesses/limitations.	ESP 600	95.00% (38)	0.00% (0)	0.00% (0)	5.00% (2)	3.00	0
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	100.00% (49)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
Interpersonal Awareness-has insight and understanding of others behavior, emotions, beliefs, values, and goals.	ESP 600	95.00% (38)	0.00% (0)	0.00% (0)	5.00% (2)	3.00	0
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	100.00% (49)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
Initiative-acts and takes charge of one's responsibilities and leads or assists in unforeseen or unassigned tasks.	ESP 600	95.00% (38)	0.00% (0)	0.00% (0)	5.00% (2)	3.00	0
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	93.88% (46)	6.12% (3)	0.00% (0)	0.00% (0)	2.94	0.24

Adaptability/Flexibility-reacts to unforeseen and novel circumstances or events in the setting with an accommodating attitude and adaptable planning.	ESP 600	95.00% (38)	0.00% (0)	0.00% (0)	5.00% (2)	3.00	0
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	100.00% (49)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
Accountability-is responsible for all actions and inactions, acknowledges errors/mistakes, and works towards improvement.	ESP 600	95.00% (38)	0.00% (0)	0.00% (0)	5.00% (2)	3.00	0
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	97.96% (48)	2.04% (1)	0.00% (0)	0.00% (0)	2.98	0.14
Implements Accountability Systems- Collaborates with local and state education agencies to implement accountability systems (ex: PowerSchool, Q-global, etc) (6.2)	ESP 600	95.00% (38)	0.00% (0)	0.00% (0)	5.00% (2)	3.00	0

	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	100.00% (49)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
Advocacy - serves as an advocate for children. (6.3)	ESP 600	95.00% (38)	0.00% (0)	0.00% (0)	5.00% (2)	3.00	0
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	100.00% (49)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
Advocacy - advocates for school psychometrist's professional roles and to provide effective services. (6.3)	ESP 600	95.00% (38)	0.00% (0)	0.00% (0)	5.00% (2)	3.00	0
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	100.00% (49)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
Consultation - Consults and collaborates in planning, problem solving, and decision- making processes among diverse school personnel, families, community professionals, and others. (2.1)	ESP 600	95.00% (38)	0.00% (0)	0.00% (0)	5.00% (2)	3.00	0
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	100.00% (49)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0

Collaboration-cooperates and works well with others and is supportive when needed. (2.1)	ESP 600	95.00% (38)	0.00% (0)	0.00% (0)	5.00% (2)	3.00	0
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	100.00% (49)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
Work Focus-is dedicated and focused on work/assigned tasks.	ESP 600	95.00% (38)	0.00% (0)	0.00% (0)	5.00% (2)	3.00	0
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	95.92% (47)	4.08% (2)	0.00% (0)	0.00% (0)	2.96	0.20
Work Productivity-completes work/assigned tasks in a productive, timely manner with minimal oversight and reminders.	ESP 600	92.50% (37)	2.50% (1)	0.00% (0)	5.00% (2)	2.97	0.16
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	97.96% (48)	2.04% (1)	0.00% (0)	0.00% (0)	2.98	0.14
Motivation-demonstrates interest and perseverance with work/assigned tasks.	ESP 600	95.00% (38)	0.00% (0)	0.00% (0)	5.00% (2)	3.00	0

	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	97.96% (48)	2.04% (1)	0.00% (0)	0.00% (0)	2.98	0.14
Quality of Work-completed work/assigned tasks are of acceptable quality.	ESP 600	85.00% (34)	10.00% (4)	0.00% (0)	5.00% (2)	2.89	0.31
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	100.00% (49)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
Organizational Skills-employs effective organizational skills with calendar, scheduling, appointments, work materials, caseload tracking and management, and prioritizing work/assigned tasks.	ESP 600	90.00% (36)	5.00% (2)	0.00% (0)	5.00% (2)	2.95	0.23
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	97.96% (48)	2.04% (1)	0.00% (0)	0.00% (0)	2.98	0.14

Interpersonal Relations-relates effectively with employers, supervisors, employees, colleagues, peers, faculty, parents, and students.	ESP 600	95.00% (38)	0.00% (0)	0.00% (0)	5.00% (2)	3.00	0
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	100.00% (49)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
Judgement and Decision Making-is effective in making decisions and reaching appropriate and logical conclusions. (1)	ESP 600	95.00% (38)	0.00% (0)	0.00% (0)	5.00% (2)	3.00	0
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	100.00% (49)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
Problem-solving-effectively analyzes problem situations and conceptualizes alternative approaches and solutions.	ESP 600	92.50% (37)	2.50% (1)	0.00% (0)	5.00% (2)	2.97	0.16
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	100.00% (49)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0

Research Application - Understands research/ evidence-based practices and uses it as a foundation for effective service delivery. (5)	ESP 600	95.00% (38)	0.00% (0)	0.00% (0)	5.00% (2)	3.00	0
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	100.00% (49)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
Conflict Resolution- resolves conflict situations in a professional manner.	ESP 600	95.00% (38)	0.00% (0)	0.00% (0)	5.00% (2)	3.00	0
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	100.00% (49)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
Independence- exhibits an appropriate level independence and autonomy.	ESP 600	95.00% (38)	0.00% (0)	0.00% (0)	5.00% (2)	3.00	0
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	100.00% (49)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0

Attendance and Participation-has an acceptable record of attendance and participation specific to work, meetings, classes, trainings, and other required events.	ESP 600	92.50% (37)	2.50% (1)	0.00% (0)	5.00% (2)	2.97	0.16
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	97.96% (48)	2.04% (1)	0.00% (0)	0.00% (0)	2.98	0.14
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 600	95.00% (38)	0.00% (0)	0.00% (0)	5.00% (2)	3.00	0
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	100.00% (49)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0

Written Communication- is skilled and professional in all written communication such as writing skills in notes, reports, letters, emails, etc.	ESP 600	90.00% (36)	5.00% (2)	0.00% (0)	5.00% (2)	2.95	0.23
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	100.00% (49)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
Seeking Support- identifies and obtains supervisory or consultative support immediately when needed and only works within their level of competence.	ESP 600	95.00% (38)	0.00% (0)	0.00% (0)	5.00% (2)	3.00	0
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	100.00% (49)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
Accepting of Supervision-is accepting and respectful of supervision and feedback from employers, supervisors, and faculty and responds appropriately.	ESP 600	95.00% (38)	0.00% (0)	0.00% (0)	5.00% (2)	3.00	0

	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	100.00% (49)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
Preparation-is prepared for work and all meetings, classes, trainings and other required events.	ESP 600	95.00% (38)	0.00% (0)	0.00% (0)	5.00% (2)	3.00	0
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	100.00% (49)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
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.	ESP 600	95.00% (38)	0.00% (0)	0.00% (0)	5.00% (2)	3.00	0
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	100.00% (49)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
Attention-to-detail-exhibits appropriate level of attention to detail and directions.	ESP 600	92.50% (37)	2.50% (1)	0.00% (0)	5.00% (2)	2.97	0.16
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	100.00% (49)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0

Diversity-has an understanding of and demonstrates knowledge, sensitivity and respect for human diversity. (4)	ESP 600	95.00% (38)	0.00% (0)	0.00% (0)	5.00% (2)	3.00	0
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	100.00% (49)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
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. (4)	ESP 600	95.00% (38)	0.00% (0)	0.00% (0)	5.00% (2)	3.00	0
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	100.00% (49)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0

Rapport-demonstrates effectiveness in establishing and maintaining ongoing rapport with students and consultees. (2)	ESP 600	95.00% (38)	0.00% (0)	0.00% (0)	5.00% (2)	3.00	0
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	100.00% (49)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
Non-verbal behavior-demonstrates appropriate non-verbal behavior (e.g., attending, eye contact, body posture, etc.).	ESP 600	95.00% (38)	0.00% (0)	0.00% (0)	5.00% (2)	3.00	0
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	100.00% (49)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
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). (6.1)	ESP 600	95.00% (38)	0.00% (0)	0.00% (0)	5.00% (2)	3.00	0

	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	100.00% (49)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
Ethics-is knowledgeable of, applies, and adheres to applicable professional psychology ethical codes (i.e., Alabama Educator Code of Ethics, NASP, APA). (6.1)	ESP 600	95.00% (38)	0.00% (0)	0.00% (0)	5.00% (2)	3.00	0
	ESP 627	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0
	ESP 689	100.00% (49)	0.00% (0)	0.00% (0)	0.00% (0)	3.00	0

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 600	38	2.99	0.02
ESP 627	8	3.00	0
ESP 689	52	2.99	0.01