Ensuring Fairness, Accuracy, Consistency, and Non-Bias

Initial Candidates

Programs and policies are reviewed by Departments, the Council on Teacher Education, and Dean’s Office to determine fairness, accuracy, consistency, and non-bias. Such policies, procedures and opportunities include:

- An appeals committee consisting of representatives from the College of Liberal Arts and Sciences, The Teachers College, and the School of Business review program applications that do not meet objective criteria.
- Opportunities are provided for candidates to correct gaps in skills and knowledge.
- Campus offices provide student assistance and accommodations for candidates with disabilities (reading lab, math lab, writing center, advising center, disability/non-traditional student programs).
- All candidates complete the multicultural intensive general education requirement and each program includes a multicultural component, to promote non-bias.
- Training, including bias training, is provided by The Teachers College for scorers of the Teacher Work Sample.
- Candidate appeals process for Teacher Work Sample scores.
- Statements are placed on syllabi to encourage candidates with disabilities to seek accommodations when needed.
- Mentor/cooperating teacher and university supervisors training is conducted to ensure fairness, consistency, etc. with regard to evaluating student teachers.
- Policies regarding accuracy and consistency are outlined in Unit handbooks and these documents are reviewed periodically.
- Candidates evaluate faculty teaching and supervision.
- Formal candidate complaints are reviewed by department chairs. If not resolved through the appeals process, the Dean reviews and initiates appropriate action.
- Statements regarding non-discrimination are included in student handbooks, to encourage fairness.
- Candidates are provided due process both at the Unit and university levels.
- Candidate dispositions are assessed and data is being collected to check for fairness and non-bias.
- Assessments of Unit operation are conducted to assure fairness, accuracy, consistency, and non-bias.

Advanced Candidates

Programs and policies are reviewed by departments, the Committee on Advanced Programs, and Dean’s office to determine fairness, accuracy, consistency, and non-bias. Such policies, procedures and opportunities include:

- Advanced level candidates may be admitted on probationary status.
- Opportunities are provide for candidates to correct gaps in skills and knowledge.
- Campus offices provide student assistance and accommodations for candidates with disabilities, including reading lab, math lab, writing center, advising center, disability/non-traditional student programs.
- Program includes a multicultural component in order to promote non-bias.
- Statements are placed on syllabi to encourage candidates with disabilities to seek accommodations when needed.
- Policies regarding accuracy and consistency are outlined in Unit handbooks and these documents are reviewed periodically.
- Formal candidate complaints are reviewed by department chairs. If not resolved through the appeals process, the Dean reviews and initiates appropriate action.
- Candidates evaluate faculty.
- Statements regarding non-discrimination are included in student handbooks, to encourage fairness.
- Candidates are provided due process both at the Unit and university levels.
- Candidate dispositions are assessed and data is being collected to check for fairness and non-bias.
- Assessments of Unit operation are conducted to assure fairness, accuracy, consistency, and non-bias.