



Association
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FALL 2008 VALUE TEAMWORK METARUBRIC DRAFT FOR PUBLIC RELEASE

This rubric is the first step in a rubric development process that will produce additional drafts, each responsive to the feedback received. Feedback deadline is February 15, 2009. The next draft of this rubric will be available in May 2009. For more information or to give feedback, please email Wende Morgaine at wendemm@gmail.com. Thank you!

College students participate on many different teams, in many different settings. A given student may work on separate teams to complete a lab assignment, give an oral presentation, or complete a community service project. Furthermore, the people the student works with are likely to be different in each of these different teams. As a result, we assume that a portfolio that demonstrates a student’s teamwork skills could include a diverse range of inputs. This rubric is designed to function across all of these different settings.

Two characteristics define the ways in which this rubric is to be used. First, the rubric is meant to assess the teamwork of an individual student, not the team as a whole. Therefore, it is possible for a student to receive high ratings, even if the team as a whole is rather flawed. Similarly, a student could receive low ratings, even if the team as a whole works fairly well. Second, this rubric is designed to measure the quality of a *process*, rather than the quality of an *end-product*. As a result, portfolio artifacts will need to include some evidence of the individual’s interactions within the team (e.g., reflections on one’s own contribution to team process, feedback and/or peer evaluations from team members, recorded observations of the team in action, etc.) The final product of the team’s work (e.g., a written lab report) is insufficient, as it does not provide insight into the functioning of the team.

Evaluators are encouraged to assign a **zero** to any performance that doesn’t meet level one performance.

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Contributes to team meetings	Routinely contributes useful ideas to team meetings	Frequently contributes useful ideas to team meetings	Sometimes contributes useful ideas to team meetings	Rarely contributes useful ideas to team meetings
Facilitates the contributions of team members	Consistently and actively listens to other team members’ contributions. Actively draws out others’ contributions when appropriate.	Consistently listens to other team members’ contributions. Responds constructively to others’ contributions.	Usually listens to other team members’ contributions. Rarely responds to others’ contributions.	Sometimes listens to other team members’ contributions. Often seems off-task during meetings.
Displays necessary work ethic	Goes “above and beyond.” Completes own assigned tasks in a timely manner, while also assisting team in completing other tasks that contribute to team success.	Fulfills responsibility to the team by completing all assigned tasks in a timely manner.	Completes most assigned tasks in a timely manner.	Cannot be counted on to complete assigned tasks in timely manner.
Fosters constructive team climate	Always treats team members respectfully. Often says or does things which make others feel valued in the group.	Always treats team members respectfully. Sometimes says or does things which make others feel valued in the group.	Usually treats team members respectfully. May sometimes say or do things which make others feel unvalued.	Inconsistently treats other team members respectfully. Frequently says or does things which make others feel unvalued.
Response to conflict	When team conflicts emerge, takes an active role to sensitively and professionally bring resolution to them.	Supports conflict resolution efforts of others.	Disengages during team conflict.	Aggravates team conflict when they occur