

**Department of Counseling and Human Services**

**Kutztown University of Pennsylvania**

**Student Academic Performance Evaluation Rubric**

**Openness to New Ideas and Feedback**

	<b>1. Closed</b>	<b>2.Minimally Open</b>	<b>3.Open</b>	<b>4. Highly Open</b>
Including but not limited to these behaviors or attitudes:	<ul style="list-style-type: none"> <li>We usually dogmatic about own perspectives and ideas</li> <li>Ignored/ discouraged/ was defensive about/ actively rejected constructive feedback</li> <li>Showed very little or no evidence of incorporating constructive feedback in order to change own behavior</li> </ul>	<ul style="list-style-type: none"> <li>Was often dogmatic about own perspective and ideas</li> <li>Showed variable ability to accept feedback in nondefensive manner</li> <li>Showed slight and/ or variable evidence of incorporating feedback in order to change own behavior</li> </ul>	<ul style="list-style-type: none"> <li>We Usually open to discussion of perspectives other than own</li> <li>Accepted Constructive feedback without defensiveness</li> <li>Showed generally acceptable evidence of incorporating feedback in order to change behavior</li> </ul>	<ul style="list-style-type: none"> <li>Solicited others' opinions and perspectives about own work</li> <li>Invited constructive feedback</li> <li>Showed strong and Consistent evidence of actively incorporating feedback in order to change behavior</li> </ul>

**Cooperation with Others**

	<b>1.Uncooperative</b>	<b>2.Minimally Cooperative</b>	<b>3.Cooperative</b>	<b>4. Strongly Cooperative</b>
Including but not limited to these behaviors or attitudes:	<ul style="list-style-type: none"> <li>Showed very little to no engagement in collaborative activities</li> <li>Actively undermined goal achievement in collaborative activates through aggressive resistance/ subgrouping/ distraction/ other inappropriate input</li> <li>Displayed no effort at problem solving and/ or active hostility when solutions were proposed</li> <li>Rejected compromise in collaborative activities and was wholly absorbed in own needs and goals</li> </ul>	<ul style="list-style-type: none"> <li>Minimally engaged in cooperative activities</li> <li>Passively undermined goal achievement and/ or failed to demonstrate active commitment to goals of collaborative activities</li> <li>Displayed minimal effort at problem solving and/ or passivity in face of proposed solutions</li> <li>At times rejected compromise and was often absorbed in own needs and goals</li> </ul>	<ul style="list-style-type: none"> <li>Engaged in collaborative activities on apar with peers</li> <li>Generally accepted goals of collaborative activities and worked to meet them</li> <li>Displayed satisfactory effort at problem solving and satisfactory commitment to proposed solutions</li> <li>Accepted but rarely initiated compromise and was generally able to balance own needs and group goals</li> </ul>	<ul style="list-style-type: none"> <li>Worked proactively and energetically in collaborative activities</li> <li>Strongly supported group goals and offered creative and appropriate input into collaborative activities</li> <li>Initiated problem-solving efforts and actively sought out consensus to resolve conflict</li> <li>Worked actively to initiate compromise and offered creative and appropriate solutions to mediate between own needs and group goals</li> </ul>

### Self/ Others Awareness

	1.Unaware	2.Minimally Aware	3.Aware	4. Highly Aware
Including but not limited to these behaviors or attitudes:	<ul style="list-style-type: none"> <li>Lacked awareness of own motivation and characteristic attitudes and behaviors</li> <li>Lacked concern about the impact of own behavior on others</li> <li>Severely lacked ability to consider other points of view and/ or actively rejected other points of view</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrated limited awareness of own motivation and characteristic attitudes and behaviors</li> <li>Evidenced variable concern for impact of own behavior on other and/ or was frequently inaccurate in analyzing impact of own behavior</li> <li>Demonstrated limited ability to consider other points of view and/ or demonstrated low motivation to consider other points of view</li> </ul>	<ul style="list-style-type: none"> <li>Showed general ability to articulate the full range of own feeling &amp; thoughts</li> <li>Showed general willingness and accurate ability to acknowledge the feelings &amp; Thoughts of others</li> <li>Expressions of feelings &amp; thoughts were generally appropriate to the setting</li> <li>Was appropriately willing to discuss own feelings &amp; thoughts in group or individual settings</li> </ul>	<ul style="list-style-type: none"> <li>Showed advanced skill and facility in articulating own feelings &amp; thoughts</li> <li>Showed advance skills and facility in acknowledging the feelings &amp; thoughts of others</li> <li>Expressions of feelings &amp; thoughts were highly appropriate to the setting</li> <li>Was highly skilled and motivated in discussing own feelings &amp; thoughts in group or individual settings</li> </ul>

### Acceptance of responsibility

	1.Rejecting	2.Minimally Accepting	3.Accepting	4. Strongly Accepting
Including but not limited to these behaviors or attitudes:	<ul style="list-style-type: none"> <li>Refused to admit mistake and/ or refused to examine own contributions to problems</li> <li>Lied, gave selective information, or embellished the truth to shield self from blame or extricate self from problem situations</li> <li>Consistently blamed others for problems</li> <li>Showed no willingness to examine own roles in conflict and/ or displayed hostility when own role in conflict was pointed out</li> </ul>	<ul style="list-style-type: none"> <li>Minimally admitted to mistakes and/ or minimally examined own contributions to problems</li> <li>Made statements and/ or behaved in such a way as to shield self from blame or extricate self from problem situations</li> <li>Often blamed other and/ or was inconsistent in considering own contributions to problems</li> <li>Showed low motivation to examine own role in conflict and/ or displayed resistance when own role was pointed out</li> </ul>	<ul style="list-style-type: none"> <li>Generally admitted mistakes and examined own role in problem situations when directed</li> <li>Was generally able to honestly, accurately, and nondefensively describe problem situations with help and supervision</li> <li>Was generally able to avoid uncritically blaming others for problems</li> <li>Examined own role in conflict when directed to do so able to self-critique own role with assistance</li> </ul>	<ul style="list-style-type: none"> <li>Independently monitored own mistakes and own role in problem situations</li> <li>Independently analyzed own role and invited constructive critiques</li> <li>Reframed problem situations as opportunities for professional growth and development</li> <li>Independently examined own roles in conflict and able to offer self-critique without assistance</li> </ul>

## Expression of Feelings & Thoughts

	1.Unskilled	2.Minimally Skilled	3.Skilled	4. Highly Skilled
Including but not limited to these behaviors or attitudes:	<ul style="list-style-type: none"> <li>• Showed no evidence of willingness and ability to articulate own feelings &amp; thoughts; acted out negative feelings &amp; thoughts rather than articulating them</li> <li>• Showed no evidence of willingness and ability to recognize and acknowledge the feelings &amp; thoughts of others</li> <li>• Expression of feelings &amp; thoughts were inappropriate to the setting</li> <li>• Was actively resistant to discussion of feeling &amp; thoughts in group or individual settings</li> </ul>	<ul style="list-style-type: none"> <li>• Showed variable willingness and ability to articulate own feelings &amp; thoughts; showed limited range in articulating own feelings &amp; thoughts</li> <li>• Showed variable willingness and ability to recognize and acknowledge the feelings &amp; thoughts of others</li> <li>• Expressions of feelings &amp; thoughts were questionably appropriate to the setting</li> <li>• Was passively resistant to discussions of feelings &amp; thoughts in group or individual settings</li> </ul>	<ul style="list-style-type: none"> <li>• Showed general ability to articulate the full range of own feelings&amp; thoughts</li> <li>• Showed general willingness and accurate ability to acknowledge the feelings &amp; thoughts of others</li> <li>• Expressions of feelings &amp; thoughts were generally appropriate to the setting</li> <li>• Was appropriately willing to discuss own feelings &amp; thoughts in group or individual settings</li> </ul>	<ul style="list-style-type: none"> <li>• Showed advanced skills and facility in articulating own feelings &amp; thoughts</li> <li>• Showed advanced skill and facility in acknowledging the feelings &amp; thoughts of others</li> <li>• Expressions of feelings &amp; thoughts were highly appropriate to the setting</li> <li>• Was highly skilled and motivated in discussing own feelings &amp; thoughts in group or individual settings</li> </ul>

## Attention to Ethical, Legal, and Academic Standards

	1.Inattentive	2.Minimally attentive	3.Attentive	4. Highly Attentive
Including but not limited to these behaviors or attitudes:	<ul style="list-style-type: none"> <li>• Clearly violated applicable professional ethical standards</li> <li>• Clearly violated applicable professional legal standards</li> <li>• Clearly Violated applicable academic honesty policy or academic code of conduct</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrated deficits in ethical judgement, Insight, or behavior</li> <li>• Demonstrated deficits in judgement, insight, or behavior in regard to professional legal standards</li> <li>• Demonstrated deficits in judgement, insight, or behavior in regard to academic honesty or academic code of conduct</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrated satisfactory ethical judgement, insight, and behavior</li> <li>• Demonstrated satisfactory ethical judgement, insight, and behavior in regards to professional legal standards</li> <li>• Demonstrated satisfactory ethical judgement, insight, and behavior in regard to academic honesty or academic code of conduct</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrated advanced ethical judgment, insight, and behavior</li> <li>• Demonstrated advanced ethical judgment, insight, and behavior in regards to professional legal standards</li> <li>• Demonstrated advanced ethical judgment, insight, and behavior in regards to academic honesty or academic code of conduct</li> </ul>

## Imitation and Motivation

	1.Unmotivated	2.Minimally motivated	3.Motivated	4. Highly Motivated
Including but not limited to these behaviors or attitudes:	<ul style="list-style-type: none"> <li>• Usually Missed deadlines and/ or attended few classes</li> <li>• Rarely Participated in class activates</li> <li>• Often failed to meet minimal extractions in assignment</li> <li>• Displayed little or no initiative and/ or effort in meeting course/ program/ graduate school requirement</li> </ul>	<ul style="list-style-type: none"> <li>• Missed and unacceptable number of deadlines and/or classes</li> <li>• Infrequently participated in class activates</li> <li>• Met only the minimal expectations in assigned work</li> <li>• Displayed minimal initiative and/ or effort in meeting course/ program/ graduate school requirements</li> </ul>	<ul style="list-style-type: none"> <li>• Generally meet attendance requirements and deadlines</li> <li>• Often participated in class activities</li> <li>• Met and occasionally exceeded expectations in assigned work</li> <li>• Displayed reasonable initiatives and/ or effort in meeting Course/program/ graduate school requirements</li> </ul>	<ul style="list-style-type: none"> <li>• Fully met all attendance requirements and deadlines</li> <li>• Enthusiastically participated in class activates</li> <li>• Frequently exceeded assigned expectations in assigned work</li> <li>• Displayed exceptional initiative and/ or effort in meeting course/ program / graduate school reequipments</li> </ul>

## Respectfulness

	1.Disrespectful	2.Minimally respectful	3.Respectful	4. Highly
Including but not limited to these behaviors or attitudes:	<ul style="list-style-type: none"> <li>• Displayed verbal and/ or nonverbal behavior that was blatantly disrespectful, devaluing, and or demeaning to course instructor</li> <li>• Displayed verbal and/ or nonverbal behavior that was blatantly disrespectful, devaluing, and/ or demeaning to peers</li> <li>• Displayed verbal and/ or nonverbal behavior that was blatantly disrespectful, devaluing, and/or demeaning to university faculty/staff, offsite supervisors, and others affiliated with program</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrated verbal and/ or nonverbal behavior that could be interpreted as disrespectful to course instructor</li> <li>• Demonstrated verbal and/ or nonverbal behavior that could be interpreted as disrespectful to peers</li> <li>• Demonstrated verbal and/ or nonverbal behavior that could be interpreted as disrespectful to university faculty/ staff, offsite supervisors, or others affiliated with program</li> </ul>	<ul style="list-style-type: none"> <li>• Was respectful to course instructor</li> <li>• Was respectful to peers</li> <li>• Was respectful to university faculty/ staff, offsite supervisors, or others affiliated with program</li> </ul>	<ul style="list-style-type: none"> <li>• Was highly respectful &amp; tactful to course instructor</li> <li>• Was highly respectful &amp; tactful to peers</li> <li>• Was highly respectful and tactful to university faculty/ staff, offsite supervisors, or others affiliated with program</li> </ul>

## Cultural Sensitivity

	<b>1.Insensitive</b>	<b>2.Minimally sensitive</b>	<b>3.Sensitive</b>	<b>4. Highly Sensitive</b>
Including but not limited to these behaviors or attitudes:	<ul style="list-style-type: none"> <li>• <b>Acted with prejudice toward those of different race, culture, gender, or sexual orientation than self</b></li> <li>• <b>Displayed blatant disregard for human dignity and intrinsic worth</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>Was occasionally insensitive toward others different than self</b></li> <li>• <b>Made statements and/ or displayed behavior that questioned own commitment to human dignity and intrinsic worth</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>Was generally sensitive to diversity</b></li> <li>• <b>Displayed consistent commitment to human dignity and intrinsic worth</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>Demonstrated advanced skill and sensitivity to diversity</b></li> <li>• <b>Displayed superior skill on advancing human dignity and intrinsic worth</b></li> </ul>