

# YLA Leadership Rubric Form

Leadership Skills:	Superiority of Expectations (5) Superior Demonstration (5)	Exceeds Expectations (4) Clear Demonstration (4)	Meets Expectations (3) Basic Demonstration (3)	Progressing Toward Expectations (2) Minimal Demonstration (2)	Below Expectations (1) Lacking or Incorrect Demonstration (1)
<b>Participation and Engagement</b>	<ul style="list-style-type: none"> <li>*Takes clear leadership in class or group activities</li> <li>*Encourage others to participate</li> <li>*Initiates activity with no direction</li> </ul>	<ul style="list-style-type: none"> <li>*Participates and engages often and consistently</li> <li>*Clearly helps class or group to progress in goals of the day</li> </ul>	<ul style="list-style-type: none"> <li>*Participates and engages at expected level</li> <li>*Potential for greater participation is clear</li> </ul>	<ul style="list-style-type: none"> <li>*Demonstrates some participation and engagement</li> <li>*Lacks consistency or is often hesitant</li> </ul>	<ul style="list-style-type: none"> <li>*Has not participated and/or displays distracting behavior that undermines participation or engagement by others</li> </ul>
<b>Responsibility and Follow-Through</b>	<ul style="list-style-type: none"> <li>*Complete all assigned tasks (and perhaps additional tasks) independently</li> <li>*Highly reliable and/or obvious consideration is given to end outcome and impact</li> <li>*Places high priority on reaching goals</li> </ul>	<ul style="list-style-type: none"> <li>*Completes tasks well with little prompting</li> <li>*Approaches tasks in a positive manner and potential for excellence is clear</li> <li>*Strives to take on additional responsibilities without depriving others of opportunity</li> </ul>	<ul style="list-style-type: none"> <li>*Completes tasks with some prompting, but there is no evidence that he or she would place them as a high priority on his or her own</li> <li>*Potential for greater responsibility is unclear</li> </ul>	<ul style="list-style-type: none"> <li>*Above average prompting is required to motivate him or her to follow-through</li> <li>*And/or need help understanding how to execute tasks</li> <li>*And/or does not appreciate how his or her tasks fit into the larger goal</li> </ul>	<ul style="list-style-type: none"> <li>*Did not complete task(s) or refused to take on any responsibilities</li> <li>*Classroom or group work is not a priority</li> </ul>
<b>Safe-Awareness and Maturity</b>	<ul style="list-style-type: none"> <li>*Demonstrates clear understanding of strengths and weaknesses</li> <li>*Behaves with exceptional maturity and insight typical of a competent professional adult without being over-confident</li> </ul>	<ul style="list-style-type: none"> <li>*Demonstrated clear understanding of strengths and weaknesses</li> <li>*Responds with maturity (or mature growth) and insight expected of someone a year or more older</li> </ul>	<ul style="list-style-type: none"> <li>*Demonstrates understanding of some strengths and/or weaknesses</li> <li>*Displays consistent appropriate behavior and some developmental insight</li> </ul>	<ul style="list-style-type: none"> <li>*Inconsistent understanding or no clear articulation of strengths and/or weaknesses</li> <li>*Sometimes displays immature behavior, perhaps associated with social influences</li> </ul>	<ul style="list-style-type: none"> <li>*Shortcomings in understanding or acknowledging strengths and/or weaknesses to the point of concern</li> <li>*Consistently and/or inappropriate behavior</li> </ul>
<b>Interpersonal and Teamwork Skills</b>	<ul style="list-style-type: none"> <li>*Demonstrates an inordinate ability to include and support all team members</li> <li>*Seen and recognized by most as a natural leader</li> </ul>	<ul style="list-style-type: none"> <li>* Deals effectively with all participants</li> <li>*Supports other team members</li> <li>*Displays acceptance of all cadets</li> </ul>	<ul style="list-style-type: none"> <li>*Interacts appropriately with others</li> <li>*Experiences some disconnect, but manages to compensate or overcome this with participation in class or group activity</li> </ul>	<ul style="list-style-type: none"> <li>*Interacts appropriately with some, but not all, team or class members</li> <li>*Progress of the class or group is slowed down by an unintentional lack of support or unintended conflict</li> </ul>	<ul style="list-style-type: none"> <li>*Very little, no, or inappropriate interactions with other class or group members</li> <li>*Explanation:</li> </ul>
<b>Oral and Presentation Skills</b>	<ul style="list-style-type: none"> <li>*Demonstrates exemplary presentation skills, including confident and well-organized delivery, obvious rehearsal and editing</li> <li>*Speaks clearly and concisely, sensitive to class or group context</li> <li>*Strong impact or message is received</li> </ul>	<ul style="list-style-type: none"> <li>*Very competent in presentation skills including organized delivery</li> <li>*Speaks clearly and reasonably</li> <li>*Effective message is conveyed to group</li> </ul>	<ul style="list-style-type: none"> <li>*Presentation skills are adequate, but could be strengthened with practice</li> <li>*Messages are delivered and received positively</li> </ul>	<ul style="list-style-type: none"> <li>*Presentation skills show some weakness (additional individual attention is recommended for strengthening)</li> <li>*Speaking in class or group may be unclear and/or not concise</li> </ul>	<ul style="list-style-type: none"> <li>*Presentation skills are significantly underdeveloped to the point of concern</li> <li>*Motivation may be in issue and should be discussed if further participation in YLA is desired</li> <li>*Spoken messages may have a negative impact</li> </ul>
<b>Reflection and Critical Thinking</b>	<ul style="list-style-type: none"> <li>*Demonstrates excellent learning and growth from self-reflection on experiences and learning</li> <li>*Comprehensively identifies and absorbs lessons at a leadership level</li> <li>*Makes connections to specific ways in which the future will be affected and takes great strides to implement change</li> </ul>	<ul style="list-style-type: none"> <li>*Reflections show strong insight and capabilities in conveying a synthesis of information</li> <li>*Identifies and absorbs lessons at an above average level</li> <li>*Identifies examples of change for the future and makes notable progress in those areas</li> </ul>	<ul style="list-style-type: none"> <li>*Reflects on experiences but does not go much beyond what is required</li> <li>*Identifies implications to self and others at grade level</li> <li>*Identifies several examples of change for the future and implements those changes to a degree</li> </ul>	<ul style="list-style-type: none"> <li>*Reflections and lacking in depth and/or clarity due to a lack of confidence or motivation</li> <li>*Identifies some implications to self but they are limited or not implemented</li> <li>*Identifies some potential effects on near future</li> </ul>	<ul style="list-style-type: none"> <li>*Has completed very few if any written reflections</li> <li>*Does not identify implications to self or others</li> <li>*Does not acknowledge impact of lessons on future</li> </ul>