

Assessment Rubric of M.Div Program

	Excellent	Good	Needs Improvement	Unacceptable
Ability to draw resources	<p>Resources drawn and used are relevant, valid, and accurate.</p> <p>Clear evidence that resources are drawn and used with analysis and evaluation.</p> <p>Resources drawn and used are varied in terms of theological discipline, time (both ancient and contemporary), geography, and diversity (e.g. gender, race/ethnicity, sexuality, class).</p>	<p>Resources drawn and used are mostly (i.e. over 75% of the resources) and consistently (i.e. over 75% of the time) relevant, valid, and accurate.</p> <p>Resources drawn and used with good but not thorough analysis and evaluation.</p> <p>Resources drawn and used are varied in some ways but not in other ways.</p>	<p>Some of the resources drawn and used are relevant, valid, and accurate.</p> <p>Resources drawn and used with good but not thorough analysis and evaluation, but they are spotty and sketchy.</p> <p>Resources drawn and used are mostly and consistently monolithic and/or parochial.</p>	<p>Resources drawn and used are irrelevant, invalid, and/or inaccurate.</p> <p>Resources are drawn and used without analysis and/or evaluation.</p> <p>Resources drawn and used are not varied.</p>
Skill to communicate	<p>Communication is clear, coherent, creative, and polished (that is, well planned, organized, and executed).</p> <p>Able to maintain interest of audience, sparking curiosity and participation.</p> <p>Aware of need and able to tailor and manage length that is appropriate to the context and occasion of communication.</p>	<p>Communication is clear, coherent and polished for the most part, but not as creative.</p> <p>Keeps audience interested but not enough to spark their curiosity.</p> <p>Aware of need but struggles to tailor and manage length that is appropriate to the context and occasion of communication (e.g. signs of rushing or</p>	<p>Audience know and can follow what is being communicated but have to work hard to do so.</p> <p>Able to get and keep audience interested only part of the time.</p> <p>Aware of need but unable to tailor and manage length that is appropriate to the context and occasion of communication (i.e. length is excessively</p>	<p>Communication is not clear, not coherent, not creative, not well planned, not well organized, and/or not well executed.</p> <p>Cannot interest audience to pay attention or participate.</p> <p>Unaware of need and unable to manage length that is appropriate to the context and occasion of communication.</p>

	<p>Clear evidence of multi-sensory communication.</p> <p>Good and varied use of communication aids.</p>	<p>abrupt ending).</p> <p>Communication is mainly limited to the more obvious senses of seeing and hearing.</p> <p>Use of communication aids, but not as varied and/or not as conducive or relevant to the context and/or occasion.</p>	<p>short or long).</p> <p>Strictly limited to a single-sensory communication.</p> <p>Use of communication aids is limited to a single dimension.</p>	<p>Unable to connect with audience.</p> <p>Absence of communication aids or used in ways that detract from communicating with audience.</p>
Capacity to lead and build community	<p>Understands and able to apply theories of leadership in relevant and responsible ways.</p> <p>Analyzes and solves problems effectively and ethically, including conflict resolutions.</p> <p>Aware of need and able to do both strategic and operational planning and decision-making.</p> <p>Follows through on ideas and tasks in responsible and timely manners.</p> <p>Excellent self-discipline (including personal spiritual practice and self care) and manages time effectively.</p> <p>Knows how to work with a variety of persons (including when, why, and how to delegate, collaborate, and</p>	<p>Understands but struggles to apply theories of leadership in relevant and responsible ways.</p> <p>Makes good use of accessible resources and personnel to help analyze and solve problems effectively and ethically.</p> <p>Aware of the need but struggles to do strategic and operational planning and decision-making.</p> <p>Follows through on ideas and tasks generally but not consistently.</p> <p>Good self-discipline and manages time adequately but has a tendency to over and/or under commit.</p> <p>Knows how to work with a more limited variety of persons.</p>	<p>Understands but unable to apply theories of leadership in relevant and responsible ways.</p> <p>Analyzes and solves problems in ways that are not entirely effective and/or ethical.</p> <p>Aware of the need but unable to do strategic and operational planning and decision-making.</p> <p>Struggles to follow through on ideas and tasks.</p> <p>Struggles with self-discipline and time management.</p> <p>Knows how to work with only a single type or group of persons.</p>	<p>Neither understands nor is able to apply theories of leadership in relevant and responsible ways.</p> <p>Unable to analyze and solve problems, including conflict resolutions.</p> <p>Neither aware of the need nor able to do strategic and operational planning and decision-making.</p> <p>Unable to follow through on ideas and tasks.</p> <p>Lacks self-discipline and unable to manage time effectively.</p> <p>Unable to work with others.</p>

	empower others to achieve both personal and organizational goals).			
	Provides care for a variety of persons effectively and ethically.	Provides care effectively and ethically but for a more limited variety of persons.	Provides care effectively and ethically for only one single type or group of persons.	Unable to provide care effectively and ethically for others.
Commitment to keep learning	<p>Recognizes a need to learn and motivated to be proactive in accessing resources and learning opportunities.</p> <p>Knows and has developed excellent learning skills.</p> <p>Able to self-assess for knowledge and skill deficiencies in an accurate and healthy way.</p>	<p>Recognizes a need to learn but struggles in accessing resources and learning opportunities (in terms of motivation and/or know-how).</p> <p>Knows and has developed adequate skills to learn.</p> <p>Able to self-assess for knowledge and skill deficiencies but not necessarily in accurate and/or healthy ways.</p>	<p>Recognizes a need to learn but not motivated to be proactive in accessing resources and learning opportunities.</p> <p>Knows and has developed less than adequate learning skills.</p> <p>Struggles to self-assess for knowledge and skill deficiencies.</p>	<p>Does not recognize a need to learn and resists effort to motivate student.</p> <p>Does not know and/or has developed poor learning skills.</p> <p>Unable to self-assess for knowledge and skill deficiencies.</p>