

**Department of Counseling and Human Services  
Kutztown University of Pennsylvania**

**Student Academic Performance Evaluation Rubric**

<b>Openness to New Ideas and Feedback</b>					
		<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>• Was usually dogmatic about own perspective 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>• Was 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>	

<b>Cooperation with Others</b>					
		<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 or no engagement in collaborative activities</li> <li>• Actively undermined goal achievement in collaborative activities 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 a par 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>	

<b>Self/Other Awareness</b>				
	<b>1. Unaware</b>	<b>2. Minimally Aware</b>	<b>3. Aware</b>	<b>4. Highly Aware</b>
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 others 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>Demonstrated general awareness of own motivation and characteristic attitudes and behaviors</li> <li>Was concerned about how own behavior impacted others and evidenced generally accurate analysis of own behavior</li> <li>Demonstrated general ability to consider other points of view and adequate motivation to do so</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrated advanced awareness of and insight into own motivation and characteristic attitudes and behaviors</li> <li>Demonstrated strong concern for how own behavior impacted others and insightfully analyzed impact of own behavior on others</li> <li>Demonstrated strong ability to consider other points of view and strong motivation to do so</li> </ul>

<b>Acceptance of Responsibility</b>				
	<b>1. Rejecting</b>	<b>2. Minimally Accepting</b>	<b>3. Accepting</b>	<b>4. Strongly Accepting</b>
Including but not limited to these behaviors or attitudes:	<ul style="list-style-type: none"> <li>Refused to admit mistakes 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 role 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 others 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 and 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 role in conflict and able to offer self-critique without assistance</li> </ul>

<b>Expression of Feelings &amp; Thoughts</b>				
	<b>1. Unskilled</b>	<b>2. Minimally Skilled</b>	<b>3. Skilled</b>	<b>4. Highly Skilled</b>
<b>Including but not limited to these behaviors or attitudes:</b>	<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 feelings &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; was sometimes inaccurate in estimation of 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 skill 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>

<b>Attention to Ethical, Legal, and Academic Standards</b>				
	<b>1. Inattentive</b>	<b>2. Minimally attentive</b>	<b>3. Attentive</b>	<b>4. Highly Attentive</b>
<b>Including but not limited to these behaviors or attitudes:</b>	<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 judgment, insight, or behavior</li> <li>• Demonstrated deficits in judgment, insight, or behavior in regards to professional legal standards</li> <li>• Demonstrated deficits in judgment, insight, or behavior in regards to academic honesty or academic code of conduct</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrated satisfactory ethical judgment, insight, and behavior</li> <li>• Demonstrated satisfactory judgment, insight, and behavior in regards to professional legal standards</li> <li>• Demonstrated satisfactory judgment, insight, and behavior in regards 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 judgment, insight, and behavior in regards to professional legal standards</li> <li>• Demonstrated satisfactory judgment, insight, and behavior in regards to academic honesty or academic code of conduct</li> </ul>

<b>Initiation and Motivation</b>				
	<b>1. Unmotivated</b>	<b>2. Minimally motivated</b>	<b>3. Motivated</b>	<b>4. Highly Motivated</b>
<b>Including but not limited to these behaviors or attitudes:</b>	<ul style="list-style-type: none"> <li>• Usually missed deadlines and/or attended few classes</li> <li>• Rarely participated in class activities</li> <li>• Often failed to meet minimal expectations in assignments</li> <li>• Displayed little or no initiative and/or effort in meeting course/program/graduate school requirements</li> </ul>	<ul style="list-style-type: none"> <li>• Missed an unacceptable number of deadlines and/or classes</li> <li>• Infrequently participated in class activities</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 met 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 initiative 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 activities</li> <li>• Frequently exceeded assigned expectations in assigned work</li> <li>• Displayed exceptional initiative and/or effort in meeting course/program/graduate school requirements</li> </ul>

<b>Respectfulness</b>				
	<b>1. Disrespectful</b>	<b>2. Minimally respectful</b>	<b>3. Respectful</b>	<b>4. Highly respectful</b>
<b>Including but not limited to these behaviors or attitudes:</b>	<ul style="list-style-type: none"> <li>• Displayed verbal and/or nonverbal behavior that was blatantly disrespectful, devaluing, and/or demeaning to clients</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, or 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 clients</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 clients</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 clients</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**

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