Student Learning Outcome #6 Collaboration

The ability to learn and accomplish tasks in groups is a critical competency for success in and out of the classroom. Individuals who are skilled in this competency behave in ways that contribute to both accomplishing group goals as well as maintaining positive relationships among group members. Individuals who are proficient collaborators will:

- facilitate others' contributions by recognizing how group members' strengths and weaknesses can be best combined to accomplish group goals;
- reliably keep agreements and make substantial contributions to the group's goals;
- communicate clearly and respectfully while also actively listening to others' ideas and input;
- demonstrate genuine concern for other group members and contribute to positive group morale;
- help leverage group differences to help find innovative ways to accomplish group goals.

The two rubrics that follow can be used by team members or outside observers to assess behaviors used by groups in accomplishing specific tasks. The "*Team Member Self or Other Rating Form*" can be used by individuals within a group to provide ratings of other team members and/or to provide self-ratings. The "*Observer Rating Form*" can be used by an outside observer to rate the behaviors of the entire group. Both rubrics are written so as to be applicable to many different types of group goals which could include: producing a tangible product such as a paper, presentation, or design; executing a task such as finding and sharing information; or solving a problem.

Team Member Self or Other Rating Form

Team Member _____

CRITERIA	Accomplished	Proficient	Developing	Beginning
Facilitates team members' contributions	Capitalizes on team members' knowledge, skills and abilities to maximize team effectiveness.	Identifies how team members' knowledge, skills and abilities can contribute to achieving group goals.	Acknowledges and helps clarify team members' knowledge, skills and abilities.	Shows little or no awareness of team members' relevant knowledge, skills and abilities.
Contributes to the team	Assumes significant responsibility and completes tasks that make exceptional contributions to the groups' goals.	Accepts responsibilities and completes tasks that make meaningful contributions to the groups' goals.	Fulfills responsibilities and assigned tasks and but make minimal contribution to the groups' goals.	Relies on others to do the groups' work and doesn't contribute to the groups' goals.
Communicates clearly and listens actively	Communicates articulately and demonstrates active listening by building on and integrating others' perspectives / viewpoints.	Communicates clearly and appropriately; exhibits respect for others' viewpoints.	Communicates appropriately and listens to others' viewpoints.	Communicates unclearly or inappropriately and disregards others' input.
Fosters a positive team climate	Clearly values other team members, exhibits concern for others' well-being, and contributes to a high level of morale among team members.	Treats team members with respect, develops positive working relationships with other members, and maintains a positive attitude.	Is respectful of other team members but exhibits little warmth toward other group members.	Shows little regard for the feelings of other team members and devotes little attention to maintaining positive working relationships.
Manages group differences	Leverages group differences to find innovative solutions that are embraced by the group	Addresses group differences to find acceptable compromise solutions	Identifies, but does not address, group differences among team members.	Ignores or actively suppresses group differences among team members.

Observer Rating of the Group/Team

Group _____   Rater _____

CRITERIA	Accomplished	Proficient	Developing	Beginning
Facilitates team members' contributions	The group capitalizes on team members' knowledge, skills and abilities to maximize team effectiveness.	Group members identify how specific members' knowledge, skills and abilities can contribute to achieving group goals.	Group members are aware of other team members' relevant knowledge, skills and abilities.	Group members exhibit little or no awareness of team members' relevant knowledge, skills and abilities.
Contributes to the team	Members assume significant responsibility and complete tasks that make exceptional contributions to the group's goals.	Members develop clear roles and responsibilities to complete tasks. Members make equitable contributions to the group's goals.	Members generally fulfill responsibilities and assigned tasks and but make only minimal contributions to the group's goals.	Few members do the majority of the groups' work with others making little or no contribution to the group's goals.
Communicates clearly and listens actively	Team members communicate articulately and demonstrate active listening by building on and integrating others' perspectives / viewpoints.	Team members communicate clearly and appropriately; members exhibit respect for others' viewpoints.	Team members communicate appropriately and listen to others' viewpoints.	Team members communicate unclearly or inappropriately and disregard each other's input.
Fosters a positive team climate	Team members clearly value each other and exhibit concern for each other's well-being. There is a high level of morale among team members.	Team members treat each other with respect and maintain positive working relationships. Team members exhibit commitment to shared goals.	Team members are respectful but exhibit little warmth toward of each other. There is little evidence that they share a common purpose.	Team members show little regard for the feelings of other team members and devote little attention to maintaining positive working relationships.
Manages group differences	Group differences are embraced and leveraged to find innovative solutions to group tasks.	Team members address group differences and work to find acceptable compromise solutions.	Team members identify, but do not address, group differences amongst members. Conflicts occur but are not unresolved.	Team members ignore or actively suppresses group differences amongst each other. Conflicts are avoided.