

Teamwork – Teamwork is individual behaviors that facilitate a team’s ability to achieve a desired goal or outcome.

		INDICATORS (observable characteristics describing levels of performance)				
	*	Needs Improvement (1)	(2)	Meets (3)	(4)	Exceeds (5)
A) Students will make individual contributions to the team.		-Completes some but not all of the assigned tasks, and work may or may not advance the project.		-Completes all of the assigned tasks, and work accomplished advances the project.		-Completes all of the assigned tasks; work accomplished is thorough, comprehensive, and advances the project.
B) Students will facilitate the contributions of team members.		-Engages team members by taking turns and listening to others, but may occasionally interrupt or monopolize the discussion.		-Engages team members in ways that facilitate their contributions to meetings by restating the views of other team members and/or asking questions for clarification.		-Facilitates communication between team members by inviting their contributions to meetings and constructively building upon or synthesizing the contributions of others.
C) Students will foster a constructive team climate.		-Although disruptive team members may exhibit some of the following actions, they also display behaviors that inhibit the team climate in a significant way: -Treats team members respectfully by being polite and constructive in communication. -Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work. -Motivates teammates by expressing confidence about the importance of the task and the team's ability to accomplish it. -Provides assistance and/or encouragement to team members.		-Competent team members exhibit some but not all of the following actions and generally support a constructive team climate : -Treats team members respectfully by being polite and constructive in communication. -Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work. -Motivates teammates by expressing confidence about the importance of the task and the team's ability to accomplish it. -Provides assistance and/or encouragement to team members.		-Exceptional team members exhibit all of the following actions and consistently support a constructive team climate: -Treats team members respectfully by being polite and constructive in communication. -Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work. -Motivates teammates by expressing confidence about the importance of the task and the team's ability to accomplish it. -Provides assistance and/or encouragement to team members.
D) Students will respond constructively to conflict.		-Avoids/ignores alternative viewpoints altogether, or attempts to acknowledge alternative viewpoints but escalates conflict.		-Identifies and acknowledges alternative viewpoints and attempts to engage in constructive conflict mediation, including but not limited to seeking common ground.		-Synthesizes/incorporates alternative viewpoints and uses conflict constructively to promote the task at hand.