

IDC Personal & Professional Self-Awareness Master Rubric

Competency	Distinguished	Competent	Developing	Unacceptable	Unable to Assess
PPS1: Identify strategies to support personal and professional development	Employs research based personal strategies and techniques to support personal and professional development	Names strategies and techniques to support personal and professional development in specific contexts and situations	Names some general personal and professional development opportunities	Cannot names strategies or techniques to support personal and professional development and/or promotes developmental activities which do not match the professional context or situation	
Competency	Distinguished	Competent	Developing	Unacceptable	Unable to Assess
PPS2: Develop and demonstrate effective leadership skills, including culturally and linguistically responsive communication skills and an intentional management philosophy	Constantly builds and advocates through example exemplary leadership skills, including culturally and linguistically responsive communication skills and an intentional management philosophy	Strives to acquire and exhibit through example effective leadership skills, including culturally and linguistically responsive communication skills and an intentional management philosophy	Attempts to build leadership skills, including culturally and linguistically responsive communication skills and to express a management philosophy	Models ineffective leadership skills. Cannot articulate a management philosophy	
Competency	Distinguished	Competent	Developing	Unacceptable	Unable to Assess
PPS3: Implement reflective and intentional administrative practices	Supports other leaders in the implementation of reflective and intentional administrative practices which are substantive and fit the situational context	Puts into effect reflective and intentional administrative practices which are substantive and fit the situational context	Struggles to put into effect intentional administrative practices fit the situational context	Puts into effect reflective and intentional administrative practices which are substantive and fit the situational context	
Competency	Distinguished	Competent	Developing	Unacceptable	Unable to Assess
PPS4: Develop, implement, and assess plans that support personal and professional development as well as the status of the profession	Supports others, through example, in producing, carrying out and evaluating plans that support personal and professional development as well as the status of the profession	Creates, carries out and evaluates plans that support personal and professional development and the status of the profession.	Creates and attempts to carry out plans that support professional development	Cannot create and/or carry out and/or evaluate plans that support personal and professional development	

Level I—Beige

Level II—Blue

Level III—Purple