| **TA Collaborative Relationships Master Rubric** |
| --- |
| **Competency** | **Distinguished** | **Proficient** | **Needs Improvement** | **Unsatisfactory** | **Unable to Assess** |
| **TACR1**: Develops respectful and responsive relationships through positive interpersonal skills.**TA**: CR2 | Cultivates and nurtures respectful and responsive relationships through positive, appropriate, consistent communication | Cultivates respectful and responsive relationships through positive, consistent communication | Tries to create relationships through positive communication | Inconsistent, negative and/or inappropriate communication hinders the cultivation and/or maintenance of relationships. |  |
| **TACR2**: Recognize and build on strengths, assets, capabilities and capacities of people and programs. **TA**: CR1 | Coaches others in identifying and utilizing the strengths, assets, capabilities and capacities of people and programs | Identifies and utilizes the strengths, assets, and capabilities of people and programs. | Makes an effort to identify the strengths and capabilities of people and programs | Is unable to Identify the strengths, assets, capabilities and/or capacities of people and programs |  |
| **TACR3**: Develops and models professional relationships based on clear goals, boundaries, and expectations. **TA**: CR6, CR7 | Expands, nurtures and reflects professional relationships based on clear goals, boundaries, and expectations. | Nurtures professional relationships based on clear goals, boundaries, and expectations. | Attempts to create professional relationships based on common goals. | Nurtures professional relationships based on clear goals, boundaries, and expectations. |  |
| **TACR4**: Use shared decision making and mutual agreement to design quality improvement plans.**TA**: CR3 | Employs shared decision making and mutual agreement to build quality improvement plans. | Employs shared decision making to build quality improvement plans. | Employs some shared decision making to attempt to create improvement plans. | Creates shallow or non-substantive improvement plans which are devoid of shared decision making.  |  |
| **TACR5**: Supports excellence in colleagues and programs through modeling and supporting shared decision making, culturally responsive practices, thriving partnerships and strategic planning**TA**: CR3, CR4 | Encourages and upholds excellence in colleagues and programs through modeling and supporting shared decision making, culturally responsive practices, thriving partnerships and strategic planning | Encourages and upholds excellence in colleagues and programs by supporting shared decision making, culturally responsive practices, and strategic planning | Encourages colleagues and programs by supporting culturally responsive practices and strategic planning. | Uses one-sided decision making and/or non-supportive and/or unresponsive practices which discourage program excellence. |  |

Level 4 – Beige Level 5 – Blue Level 6 – Purple