

Leadership Rubric

Name _____ Total Grade ___/300

Content Knowledge Grade: ___/75

Discovery & Inquiry Grade ___/48

Critical Thinking Grade ___/73

Social Responsibility Grade ___/44

Lifelong Learning Grade ___/30

Communication Grade ___/30

The colloquium paper is worth 300 points. The paper should include the following sections:	Exemplary	Proficient	Marginal	Unacceptable
Introduction: <i>Discovery & Inquiry</i> (xx/16) 1. Describe organizational context relative to topic <input type="checkbox"/>	Gives a specific description of the organization as it pertains to the focus of this paper. (14-16)	The description of the organization and the context is present, but brief. (12-13)	There is either no context or it is not specific to the topic. (10-11)	Does not address the organizational context.(0-9)
Introduction : <i>Discovery & Inquiry</i> (xx /32) 2. Identify leadership issue (or potential) issue 3. State purpose of paper <input type="checkbox"/>	Substantially establishes a clear or potential leadership issue. States a clear purpose of the paper. Information is synthesized (organized thematically). (28-32)	Competently establishes a clear or potential leadership issue. States a relatively clear purpose of the paper. Information is somewhat synthesized (24-27)	The issue or potential problem is somewhat unclear. The purpose of the paper is not stated well. Information is presented very linearly (non-thematically). (20-23)	Little or no issue or problem identified and limited or no statement of purpose. (0-19)
Review of Literature: <i>Content Knowledge</i> (xx /75) 1. Describe the importance of leadership in organizations 2. Give a brief overview of the main functional differences between management and leadership, describing more about leadership 3. Describe and explain in more detail a specific leadership model/framework (e.g. transactional, transformational, servant leadership, Five-C, LMX, resonant leadership, authentic leadership, etc.)	Review is exceptional, evidencing balanced information and a thoughtful, in-depth discussion of the importance of leadership, the differences between management and leadership and a particular leadership model/framework. (67-75)	Review evidences proficient discussion of the importance of leadership and the differences between management and leadership. Review evidences balanced information and a fundamental understanding of a particular leadership model/framework. (60-66)	Marginally discusses the importance of leadership and the differences between management and leadership. Review evidences limited understanding of a particular leadership model/theory. (51-59)	One or more elements are missing. Does not discuss or misinterprets the importance of leadership and the differences between management and leadership. Shows limited to no understanding of a specific leadership model/framework. (0-50).

<p>Application of theory to organization: Critical Thinking (xx /31) When writing this section, revisit the points made in your literature review to frame your insights.</p> <ol style="list-style-type: none"> 1. Analyze the leadership culture of your organization or a particular leader through the model discussed in the literature review. 2. Provide specific examples such as behaviors, attitudes, and cultural norms to support your insights. 	<p>Successfully applies concepts in the lit review to critically analyze leadership of the focal organization. Evaluates by providing clear, specific examples. Frames insights by referencing the points made in the literature review in an exceptional manner. (27-31)</p>	<p>Proficiently applies concepts in the lit review to critically analyze leadership of the focal organization. Evaluates by providing solid examples and frames insights by referencing the points made in the literature review in a competent manner. (24-26)</p>	<p>Either marginally applies concepts in the lit review to critically analyze leadership or fails to apply one of the concepts. Insights are lacking specific examples and reference to points made in the review. (21-23)</p>	<p>Fails to apply concepts from the lit review. Insights are anecdotal and not connected to leadership model. (0-20)</p>
<p>Application of theory to organization: Social Responsibility (xx /24) 1. Evaluate the leadership with respect to inclusivity. In what ways does the leadership help create a welcome environment for all individuals. Mention any areas that need attention to inclusivity.</p>	<p>Successfully evaluates the leadership with respect to inclusivity. (21-24)</p>	<p>Proficiently evaluates the leadership with respect to inclusivity (19-20)</p>	<p>Marginally evaluates the leadership with respect to inclusivity. (17-18)</p>	<p>Fails to evaluate the leadership with respect to inclusivity. (0-16)</p>
<p>Recommendations: Critical Thinking (xx /24) 1. Make recommendations on how the organization can improve leadership.</p>	<p>Devises solutions by successfully integrating knowledge and judgments. Exceptional development of arguments for action informed by the concepts from the literature review and based on your experience in the focal organization. (21-24)</p>	<p>Devises solutions by integrating knowledge and judgments moderately well. Competently develops arguments for action informed by the concepts from the literature review and based on your experience in the focal organization. (19-20)</p>	<p>Recommendations for organization are somewhat superficial but still integrate knowledge and judgments. Arguments for action are only marginally informed by the literature review and based on your experience within the focal organization. (17-18)</p>	<p>Recommendations do not follow from lit review or experience with focal organization or are missing. (0-16)</p>

<p>Recommendations: <i>Social Responsibility</i> (xx /20)</p> <ol style="list-style-type: none"> 1. Make recommendations that promote changes or lend support to leadership styles or approaches that advance inclusivity and improve the quality of life for individuals within the organization. 	<p>Devises solutions by successfully integrating knowledge about the importance of leadership and the characteristics of leadership that will lead to more inclusive leadership and improve the lives of those within the target organization. Recommendations exceptionally based on experiences and concepts in the literature review. (18-20)</p>	<p>Devises solutions by integrating knowledge about the importance of leadership and the characteristics of leadership that will lead to more inclusive leadership and improve the lives of those within the target organization moderately well. Recommendations competently based on experiences and concepts in the literature review. (16-17)</p>	<p>Recommendations for organization are somewhat superficial but still integrate knowledge. Arguments for action are only marginally based on your experience within the focal organization and marginally informed by the literature review. (14-15)</p>	<p>Recommendations do not follow from lit review or experience with focal organization or are missing. (0-13)</p>
<p>Conclusion: <i>Critical Thinking</i> (xx /18)</p> <ol style="list-style-type: none"> 1. Synthesize what the organization does well relative to this topic <input type="checkbox"/> 2. Synthesize recommendations to organization <input type="checkbox"/> 	<p>Exceptional synthesis of achievements and recommendations with respect to leadership. (16-18)</p>	<p>Proficiently synthesizes achievements and recommendations (14-15)</p>	<p>Marginally synthesizes achievements and recommendations (12-13)</p>	<p>Either does not include one aspect or does not synthesize both well at all. (0-11)</p>
<p>Conclusion: <i>Lifelong Learning</i> (xx /30)</p> <ol style="list-style-type: none"> 3. Reflect professionally about how you might apply insights gained in this paper to your future sport career. 	<p>Comprehensively reflects on application of content to career goals. (27-30)</p>	<p>Competently reflects on application of content to career goals. (24-26)</p>	<p>Marginally reflects on application of content to career goals. (21-23)</p>	<p>Limited or no reflection. (0-20)</p>
<p>Communication aspects below apply to entire paper</p>				

Organization (xx /30)	Effectively organizes ideas. Develops ideas well and arranges them logically, flowing smoothly from one to another. Reader can follow line of reasoning. (27-30)	Adequately organizes ideas. Moderately develops ideas and arranges them logically. Does not always clearly link ideas to each other. For the most part, reader can follow line of reasoning. (24-26)	Intermittently organizes ideas clearly and only sometimes arranges them logically. Reader is sometimes confused and/or notices redundancies. (21-23)	The writing lacks any semblance of logical organization. The reader cannot identify a line of reasoning and loses interest. (0-20)
Sentence structure (good)	Sentences are well phrased and varied in length and structure. They flow smoothly from one to another. (-0)	Sentences are adequately phrased. The flow from sentence to sentence is generally smooth. (-1 to -4)	Some sentences are awkwardly constructed, and they represent an occasional distraction for the reader. (-5 to -8)	Errors in sentence structure are frequent enough to represent a major distraction to the reader. (-9 to -12)
Grammar, Spelling, Mechanics (i.e., Punctuation, Italics, Capitalization, etc.) (good)	The writing is free or almost free of errors. (-0 to -1)	There are occasional violations in the writing, but they don't represent a major distraction or obscure the meaning. (-2 to -4)	The writing has numerous errors and the reader is distracted by them. Meaning remains discernible. (-5 to -8)	Errors are so numerous that they obscure the meaning of the passage. The reader is confused and stops reading. (-9 to -12)
Word Choice (good)	Word choice is consistently precise. The writer goes beyond the generic word to find one more precise and effective	Word choice is generally good but generic (-1 to -3)	Word choice is merely adequate, and the range of words is limited. Some words are used inappropriately. (-4 to -8)	Many words are used inappropriately, confusing the reader. The writer may also use colloquial language. (-9 to -12)

Citations & References APA (good)	APA format is used accurately and consistently.	APA format is used with minor violations. (-1 to -4)	Format of document reflects incomplete knowledge of APA format, which may include errors such as omission of citations in instances they are needed. (-5 to -8)	Format of document is not recognizable as APA. (-9 to -12)
Cover page including title and author	Yes _____ No _____ (-1 to -4)			
Appendices (if necessary)				
Length: 2100 words (excluding references), double spaced unless modified per APA guidelines	If fewer than 2100 words, paper is returned ungraded and penalized one grade.			
Times New Roman, font size 12	Yes _____ No _____ (-1 to -2)			
Pages numbered consecutively (excluding cover page)	Yes _____ No _____ (-1 to -6)			
Minimum 5 peer-reviewed references.	If fewer than 5 peer-reviewed references are cited within the text of the paper, the paper is returned ungraded until a minimum of 5 peer-reviewed references are included, which must be cited in text. Paper is penalized a minimum of one grade per missing cited reference.			