

Leadership for Change Capstone – Written Essay Rubric

Student Name: _____

Criteria	Well Done (5)	Satisfactory (4-3)	Needs Improvement (2-1)	Incomplete (0)	Score
Introduction - Positive Change Statement - Change in beliefs, values or behaviors - Context - Motivation	The introduction smoothly pulls the reader into the topic, is organized, presents the main argument clearly and thoroughly addresses all four prompts	The introduction is organized but does not adequately present the main argument or does not thoroughly address all four prompts	The introduction presents the main argument but is disorganized and does not flow smoothly. Fails to address 1 of the prompts	The introduction is disorganized and difficult to follow. Author failed to address 2 or more of the prompts	
Comments:					
Understanding Leadership Framework - Name 3-4 competencies and 1 value - Why did you select them and what do they mean to you?	Demonstrates an in-depth understanding of the competencies and values associated with the UW-Madison Leadership Framework. Effectively articulates the applicability and appropriateness of the selected leadership value and competencies to proposed change initiative	Demonstrates a working knowledge of the competencies and values associated with the UW-Madison Leadership Framework Articulates applicability and appropriateness of the selected leadership value and competencies to the proposed change initiative	Demonstrates a basic understanding of the competencies and values associated with the UW-Madison Leadership Framework Attempts to articulate applicability and appropriateness of the selected leadership value and competencies to proposed change initiative	Demonstrates partial understanding of the competencies and values associated with the UW-Madison Leadership Framework Makes vague references to leadership values and competencies without applying to proposed change initiative	
Comments:					
Self-Reflection Call upon past experiences (use specific examples) and explain how the knowledge you gained is transferable to your change initiative	Reviews prior learning (past experiences inside and outside the classroom) in depth to reveal significantly changed perspectives about leadership	Reviews prior learning (past experiences inside and outside the classroom) in depth, revealing fully clarified meanings or indicating broader perspectives about leadership	Reviews prior learning (past experiences inside and outside the classroom) with some depth, revealing slightly clarified meanings or indicating a somewhat broader perspectives about leadership	Reviews prior learning (past experiences inside and outside the classroom) at a surface level, without revealing clarified meaning or indicating a broader perspective about leadership	
Comments:					
Identify Leadership related strengths and areas of improvement - What are the challenges and how will you manage them? - What support will you need and how will you access it?	Adopts and applies deep knowledge of the leadership framework to thoroughly analyze, evaluate, and identify leadership strengths and areas for improvement	Adopts and applies the leadership framework to identify leadership strengths and areas for improvement	Identify leadership strengths and areas of improvement in basic ways Attempts to formulate action plan to improve weaknesses	Identify leadership strengths and areas of improvement in basic ways. Including limited or no plan to improve weaknesses	

- What will success look like? - How will change be sustained?	Establishes appropriate, sophisticated, and actionable plan to improve weaknesses	Formulates practical yet elementary action plan to improve weaknesses			
Comments:					
Application of leadership knowledge and skills	Makes explicit references to previous learning and applies leadership knowledge and skills to the proposed change initiative in an innovative way	Makes references to previous learning and shows evidence of applying leadership knowledge and skills to the proposed change initiative	Makes references to previous learning and attempts to apply leadership knowledge and skills to the proposed change initiative	Makes vague references to previous learning but does not apply leadership knowledge and skills to the proposed change initiative	
Comments:					
Format and Delivery for Paper	Content: Demonstrates a thorough understanding of context, audience and purpose that is responsive to the assignment Organization: Demonstrates detailed attention to logic and reasoning of points Writing: Communicates meaning with clarity and fluency, and is virtually error-free Format: Follows all formatting requirements and evidences attention to detail: 11-12 fonts, double spaced 1" margins, spacing and indentations, use of headings (2,000-2,500 words)	Content: Demonstrates adequate understanding of context, audience and purpose that is responsive to the assignment Organization: Uses coherent and logical organization with appropriate transitions in a consistent manner Writing: Uses straightforward language that generally conveys meaning with few errors Format: Follows all formatting requirements: 11-12 fonts, double spaced, 1" margins, spacing and indentations, use of headings (2,000-2,500 words)	Content: Demonstrates awareness of context, audience and purpose that is responsive to the assignment Organization: Uses coherent and logical organization with appropriate transitions inconsistently Writing: Uses Language that generally conveys meaning with some errors Format: Follows most formatting requirements: 11-12 fonts, double spaced, 1" margins, spacing and indentations, use of headings (2,000-2,500 words)	Content: Demonstrates minimal attention to context, audience and purpose that is responsive to the assignment Organization: Lacks logical organization Writing: Uses language that sometimes impedes meaning because of errors in usage Format: Fails to follow formatting requirements: 11-12 fonts, double spaced, 1" margins, spacing and indentations, use of headings (2,000-2,500 words)	
Comments:					
					Total Score: