

## Family Specialist Family Community Relationships Master Rubric

Competency	Distinguished	Competent	Developing	Unsatisfactory	Unable to Assess
<b>FCR1:</b> Identifies the influence of culture, language, social, and socioeconomic environments, via family and ecological systems theory, on family development	<p>Identifies the influence of culture, language, social, and socioeconomic environments on family development</p> <p>Uses ecological system theory to support rationale for influence</p> <p>Provides concrete examples reflective of knowledge of family and ecological systems theory</p>	<p>Identifies the influence of culture, language, social, and socioeconomic environments on family development</p> <p>Uses ecological and family system theories to support rationale for influence</p>	<p>Identifies the influence of culture, language, social, and socioeconomic environments on family development</p>	<p>Incorrectly identifies the influence of culture, language, social, and socioeconomic environments on family development</p>	
Competency	Distinguished	Competent	Developing	Unsatisfactory	Unable to Assess
<b>FCR2:</b> Identifies the role of cultural responsiveness in recognizing family strengths, assets, and preferences, including those reflective of and grounded in language and culture	<p>Identifies the role of cultural responsiveness in supporting positive relationships between families and providers</p> <p>Identifies the influence of diversity on beliefs regarding interactions and relationships, physical mental health, safety and well-being</p> <p>Uses research to support rationale for factors identified</p>	<p>Identifies the role of cultural responsiveness in supporting positive relationships between families and providers</p> <p>Identifies the influence of diversity on beliefs regarding interactions and relationships, physical mental health, safety and well-being</p>	<p>Identifies the role of cultural responsiveness in supporting positive relationships between families and providers</p>	<p>Partially or incorrectly identifies the role of cultural responsiveness in supporting positive relationships between families and providers</p>	
Competency	Distinguished	Competent	Developing	Unsatisfactory	Unable to Assess
<b>FCR3:</b> Develops, in partnership with families, enhanced supports and access to resources to	<p>Analyzes formal and informal neighborhood and community assets based on family needs.</p>	<p>Analyzes formal and informal neighborhood and community assets based on family needs.</p>	<p>Analyzes formal and informal neighborhood and community assets.</p>	<p>Provides limited or incorrect analysis of formal and informal neighborhood and community assets</p>	

enhance family functioning and development (e.g. formal and informal neighborhood and community assets)	Facilitates family access to formal and informal community assets.  Identifies service gaps and provides a research-based rationale for additional program development	Facilitates family access to formal and informal community assets	Identifies family access supports available		
<b>Competency</b>	<b>Distinguished</b>	<b>Competent</b>	<b>Developing</b>	<b>Unsatisfactory</b>	<b>Unable to Assess</b>
<b>FCR4:</b> Evaluates program policies and practices for incorporation of family and ecological systems theories and their potential impact on family collaboration, trust and security, sharing information, and family use of services	Evaluate program policies and practices based on incorporation of family and ecological system theories  Evaluate program policies and practices for their potential impact on family collaboration, trust and security, sharing information, and use of family services  Uses research to support rationale for policies and practices identified	Evaluate program policies and practices based on incorporation of family and ecological system theories  Evaluate program policies and practices for their potential impact on family collaboration, trust and security, sharing information, and use of family services	Identify the strengths and challenges associated with program policies and practices in terms of their impact on family collaboration, trust and security, sharing information, and use of family services	Partially or incorrectly identifies the strengths and challenges associated with program policies and practices in terms of their impact on family collaboration, trust and security, sharing information, and use of family services	
<b>Competency</b>	<b>Distinguished</b>	<b>Competent</b>	<b>Developing</b>	<b>Unsatisfactory</b>	<b>Unable to Assess</b>
<b>FCR5:</b> Compares and contrasts family, neighborhood and community risk, protective, and promotional relationship factors that may influence family functioning and development	Compares and contrasts family, neighborhood and community risk, protective, and promotional relationship factors that may influence family functioning and development  Uses research to support comparison and contrast	Compares and contrasts risk, protective and promotional relationship factors within the nuclear and extended family environment in relation to their potential implications for family functioning, development, and access to resources	Identifies risk, protective and promotional relationship factors within the nuclear and extended family environment in relation to their potential implications for family functioning, development, and access to resources	Identifies risk, protective and promotional relationship factors within the nuclear and extended family environment in relation to their potential implications for family functioning, development, and access to resources in an incorrect or incomplete way	
<b>Competency</b>	<b>Distinguished</b>	<b>Competent</b>	<b>Developing</b>	<b>Unsatisfactory</b>	<b>Unable to Assess</b>

<p><b>FCR6:</b> Designs program policies and practices that promote family engagement and collaboration through the provision of meaningful engagement opportunities, involvement in decision-making processes, and demonstrating respect for family's preferred language and modes of communication</p>	<p>Designs meaningful program practices that support family engagement and collaboration, including involvement in decision-making processes</p> <p>Demonstrates respect for each family's preferred language and modes of communication</p> <p>Provides research-based rationale for the importance of culturally and linguistically responsive program practices</p>	<p>Designs meaningful program practices that support family engagement and collaboration, including involvement in decision-making processes</p> <p>Demonstrates respect for each family's preferred language and modes of communication</p>	<p>Designs program practices supportive of family engagement</p>	<p>Designs program practices that undermine family engagement</p>	
<p><b>Competency</b></p>	<p><b>Distinguished</b></p>	<p><b>Competent</b></p>	<p><b>Developing</b></p>	<p><b>Unsatisfactory</b></p>	<p><b>Unable to Assess</b></p>
<p><b>FCR7:</b> Develops, implements, and assesses--in partnership with families and other providers—evidence-based, integrated, comprehensive, legal and ethical programs and plans that strengthens the family functioning through their ability to access and manage resources, including the family's role in parenting children</p>	<p>Develops evidence-based, integrated, comprehensive, legal and ethical programs and plans that strengthen family functioning</p> <p>Implements evidence-based, integrated, comprehensive, legal and ethical programs and plans that strengthen family functioning</p> <p>Assesses evidence-based, integrated, comprehensive, legal and ethical programs and plans that strengthen family functioning</p> <p>Uses research to support rationale for program development,</p>	<p>Develops evidence-based, integrated, comprehensive, legal and ethical programs and plans that strengthen family functioning</p> <p>Implements evidence-based, integrated, comprehensive, legal and ethical programs and plans that strengthen family functioning</p> <p>Assesses evidence-based, integrated, comprehensive, legal and ethical programs and plans that strengthen family functioning</p>	<p>Develops, implements, and assesses evidence-based, integrated, comprehensive, and legal family programs and plans</p>	<p>Develops, implements, and assesses family programs and plans</p>	

	implementation, and assessment				
<b>Competency</b>	<b>Distinguished</b>	<b>Competent</b>	<b>Developing</b>	<b>Unsatisfactory</b>	<b>Unable to Assess</b>
<b>FCR8:</b> Distinguishes between appropriate and inappropriate use of different communication technologies, and develops program standards related to these technologies	<p>Identifies appropriate use of communication technologies</p> <p>Develops program standards supportive of appropriate use of communication technologies</p> <p>Uses research to support rationale for technology selection and program standards</p>	<p>Identifies appropriate use of communication technologies</p> <p>Develops program standards supportive of appropriate use of communication technologies</p>	<p>Identifies communication technologies</p> <p>Develops program standards supporting use of communication technologies</p>	<p>Identification of community technologies inaccurate or incomplete</p> <p>Program standards identified underlying effective use of communication technologies</p>	
<b>Competency</b>	<b>Distinguished</b>	<b>Competent</b>	<b>Developing</b>	<b>Unsatisfactory</b>	<b>Unable to Assess</b>
<b>FCR9:</b> Integrates theory and research on human and family development, functioning, and family systems to plan a comprehensive and cohesive system of family supports that build on and enhance family strengths to address family needs, concerns, priorities, and goals	<p>Plans a comprehensive and cohesive system of family supports that integrates theory and research and builds on and emphasizes family strengths to address family needs, concerns, priorities, goals</p> <p>Develops communication plan for sharing developed family support plan</p>	<p>Plans a comprehensive and cohesive system of family supports that integrates theory and research and builds on and emphasizes family strengths to address family needs, concerns, priorities, goals</p>	<p>Plans a comprehensive and cohesive system of family supports that integrates theory and research and builds on and emphasizes family strengths to address family needs, concerns, priorities, goals</p>	<p>Plans a system of family supports</p>	

Yellow=Level 2

Green=Level 3

Orange=Level 4

Blue=Level 5