Technical Assistance Collaborative Relationships Master Rubric

Competency	Distinguished	Competent	Developing	Unsatisfactory	Unable to Assess
CR1: Develops respectful and responsive relationships through positive interpersonal skills	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	

Competency	Distinguished	Competent	Developing	Unsatisfactory	Unable to Assess
CR2: Recognize and build on strengths, assets, capabilities and capacities of people and programs	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	

Competency	Distinguished	Competent	Developing	Unsatisfactory	Unable to Assess
CR3: Develops and models professional relationships based on clear goals, boundaries, and expectations	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	

Competency	Distinguished	Competent	Developing	Unsatisfactory	Unable to Assess
CR4: Use shared decision making and mutual agreement to design quality improvement plans	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	

Competency	Distinguished	Competent	Developing	Unsatisfactory	Unable to Assess
CR5: Supports excellence in colleagues and programs through modeling and	Encourages and upholds excellence in colleagues and programs through	Encourages and upholds excellence in colleagues and programs by	Encourages colleagues and programs by supporting culturally responsive	Uses one-sided decision making and/or non-supportive and/or	

supporting shared decision making, culturally responsive practices, thriving partnerships and strategic planning	modeling and supporting shared decision making, culturally responsive practices, thriving partnerships and strategic planning	supporting shared decision making, culturally responsive practices, and strategic planning	practices and strategic planning	unresponsive practices which discourage program excellence

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