

Technical Assistance Reflective Practice Master Rubric

Competency	Distinguished	Proficient	Needs Improvement	Unsatisfactory	Unable to Assess
RP1: Reflects on own work and critically explores own practices, biases, values, and behaviors to gain insight into one’s values, knowledge, skills, and dispositions.	Deeply considers personal knowledge and values and ponders own decisions and practices through a variety of contexts and lenses including, biases and values.	Considers and ponders own decisions and practices through a variety of contexts and lenses including, biases and values.	Narrowly considers own decisions and practices through a variety of contexts and lenses including, biases and values.	Ignores biases and/or personal values in reflecting on decisions and practices.	
RP2: Engages in objective observation and practices and supports flexible perspective taking.	Models objective observation and practices and encourages, in others through example, flexible perspective taking.	Utilizes objective observation and practices and encourages flexible perspective taking.	Utilizes objective observation and practices and encourages some perspective taking.	Engages biased observation and practices and/or ignores the perspective of others.	
Competency	Distinguished	Proficient	Needs Improvement	Unsatisfactory	Unable to Assess
RP3: Utilizes discussion, competence building, objectivity, and perspective taking to guide problem-solving and resolution of ethical dilemmas and to increase mutual understanding.	Models and uses discussion, competence building, objectivity, and perspective taking to guide problem-solving and resolution of ethical dilemmas and to increase mutual understanding.	Uses discussion, objectivity, and perspective taking to guide resolution of ethical dilemmas and to increase mutual understanding.	Attempts to use discussion, and perspective taking to resolve ethical dilemmas.	Ignores opportunities to guide resolution of ethical dilemmas and/or to hinders mutual understanding through lack of objectivity or inability to see other’s perspectives.	
Competency	Distinguished	Proficient	Needs Improvement	Unsatisfactory	Unable to Assess
RP4: Utilizes discussion, competence building, objectivity, and perspective taking to guide problem-solving to build a framework of mutual understanding and professional integrity.	Builds a professional framework which mirrors mutual understanding, professional integrity and problem solving by employing discussion, competence building, objectivity and perspective taking.	Builds a professional framework which mirrors professional integrity and problem solving by employing objectivity and perspective taking.	Attempts to build a professional framework which mirrors professional integrity.	Professional decisions, actions and practices do not reflect professional integrity and problem solving or employ objectivity and perspective taking.	

Level 4 – Beige

Level 5 – Blue

Level 6 – Purple