**Mentoring Circle Rubric**

**Definition**

*Mentoring Circle work is a collaborative effort where its members act together in the interests of mutual growth. This Rubric is meant to assess the effectiveness of a group to work toward growth of the whole, not as an assessment of an individual student’s ability to work in a group. Therefore, a group could receive a lower rating, even if only one members is not engaged or working well with others.*

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|  | **Highly Effective** | **Effective** | **Developing** | **Ineffective** |
| **Communication** | Everyone is fully engaged with effective exchange of ideas. | Everyone is engaged most of the time. The exchange of ideas is effective most of the time. | The group is engaged but can be distracted. Ideas are exchanged with encouragement. | The group is only engaged with encouragement or not all members are engaged. Ideas are not exchanged effectively. |
| **Interpersonal Engagement** | Members of the group share respect for each other. All members of the group feel free to ask questions and contribute. Conflicts are resolved with open dialogue and compromise. | There is a general atmosphere of respect for all group members. The majority of group members feel free to ask questions and contribute. Members are generally able to resolve conflicts through open discussion. | There is a general atmosphere of respect for group members, but some members of the group do not feel free to ask questions and contribute. Members are generally able to resolve conflicts through open discussion with outside assistance. | The group atmosphere is competitive and/or individualistic. Conflicts that arise are not dealt with or cannot be resolved and/or there are no effective group interactions. |
| **Group Decision & Planning** | A clear procedure for making decisions is formally established by the group. | A clear procedure for making decisions is informally established by the group. | A procedure for making decisions is established by the group, but it is not clear and/or it focuses on individuals. | There is no decision making process, decisions are made by individuals. |
| **Roles & Distribution** | The group establishes and **documents** clear and formal roles for each member and distributes the workload equally. | The group establishes clear and formal roles for each member and distributes the workload equally. | The group establishes informal roles for each member. The workload could be distributed more equally. | The group does not establish roles for each member and/or the workload is unequally distributed. |
| **Establish Goals** | Achievable goals are established and agreed upon by the group and include clear priorities that are well documented and organized. | Achievable goals are established and agreed upon by the group and include clear priorities. | Goals are established, but some are too general. Priorities may be unclear and/or some goals are unachievable. | Clear goals are not formulated and/or the goals are unachievable. Not all are committed to goals. |