

| | | | | | |
|-----------------------|--|--------------------|--|------------------------|---------|
| Class Number: | | Class Name: | | Rubric Average: | EdD-OL |
| Session Number | | Student # | | | #DIV/0! |
| Student Name: | | Date: | | FINAL GRADE: | |
| Rater: | | | | | |

| | | | | | | |
|----------|------------------|--------------|--|-----------------------------------|---------------------------------------|-------|
| Category | 1 - Unacceptable | 2 - Marginal | 3 - Satisfactory (Knowledge & Comprehension) | 4 - Good (Application & Analysis) | 5 -Excellent (Synthesis & Evaluation) | Score |
|----------|------------------|--------------|--|-----------------------------------|---------------------------------------|-------|

Learning Outcome

#1 Leadership in

Teams: Given an organizational situation, identify strategies to develop, maintain, motivate, and sustain self-managed teams using concepts, theories and techniques of team leadership.

1: Does not address the questions asked. Or, a paper that is marred by an unacceptable level of attention to the concept of teams in reaching their goals and/or in resolving conflicts.

2: The pertinent responses show some evidence of attempting to address the effectiveness of teams. However, many minor gaps were demonstrated as relates to the literature surrounding teams in reaching goals and/or in resolving conflicts. Taken together,

3: Paper addresses the literature relating to the issue of teams and reaching their goals and/or in resolving conflicts. Offers a write-up which is basically acceptable.

4: Paper examines the appropriate literature surrounding teams, and reaching their goals and/or in resolving conflicts. The benefits of these approaches and logic are well developed.

5: Paper examines the literature extensively as related to the literature surrounding teams and reaching their goals and/or in resolving conflicts. Overall pattern of organization is quite good as relates to these topics. Leaves no aspect uncovered.

Learning Outcomes

#2 Collaboration in

Teams: Given a case study or leadership situation, collect, assimilate, disseminate, and maximize the views of team stakeholders in order to reach defensible goals with minimal conflict.

1: Does not address the questions asked. Or, a paper that is marred by an unacceptable level of attention to the concepts of collecting, assimilating, disseminating and maximizing the views of stakeholders.

2: The pertinent responses show some evidence of attempting to collect, categorize and consider the views of all stakeholders. However, many minor gaps were demonstrated as relates to the literature surrounding collecting, categorizing and considering th

3: Paper relates to the level of attention to the concepts of collecting, assimilating, disseminating and maximizing the views of stakeholders. Offers a write-up which is basically acceptable.

4: Paper examines the concepts of collecting, assimilating, disseminating and maximizing the views of stakeholders.. The benefits of these approaches and logic are well developed.

5: Paper examines the concepts of collecting, assimilating, disseminating and maximizing the views of stakeholders. Overall pattern of organization is quite good as relates to these topics. Leaves no aspect uncovered.

Learning Outcome

#3 Conflict:

Given an organizational situation that requires interpersonal or interdepartmental action, identify situations of conflict, diagnose the impact of both overt and covert behavior, and develop a plan for conflict resolution using evidence-based methods.

1: Does not address the questions asked. Or, a paper that is marred by an unacceptable level of attention to the concepts of evaluating and applying the ethical dimensions of decision situations and personal, social and corporate responsibility.

2: The pertinent responses show some evidence that given an organizational situation that requires interpersonal or interdepartmental action, identify situations of conflict, diagnose the impact of both overt and covert behavior, and develop a plan for conflict resolution using evidence-based methods. However, many minor errors were demonstrated as relates to

3: Paper relates to identifying and integrating the major concepts that given an organizational situation that requires interpersonal or interdepartmental action, identify situations of conflict, diagnose the impact of both overt and covert behavior, and develop a plan for conflict resolution using evidence-based methods. Offers a write-up which is basically acceptable.

4: Paper offers appropriate levels of identifying and integrating the major concepts that given an organizational situation that requires interpersonal or interdepartmental action, identify situations of conflict, diagnose the impact of both overt and covert behavior, and develop a plan for conflict resolution using evidence-based methods. The benefits of these approaches are analyzed

5: Concise, clear, organized, and well supported in a professional manner for identifying and integrating the major concepts that given an organizational situation that requires interpersonal or interdepartmental action, identify situations of conflict, diagnose the impact of both overt and covert behavior, and develop a plan for conflict resolution using evidence-based methods. Overall pattern of organization is quite good as relates to these topics. Leaves no aspect uncovered as relates to identifying the underlying causes.

Learning Outcome

#4 Ethics: Given an organizational setting, identify ethical and dilemma-resolution practices, and make evidence-based decisions that integrate personal, social, and corporate responsibility.

1. Does not address the questions asked. Or, a paper that is marred by an unacceptable level of attention to the concepts of evaluating and applying the ethical dimensions of decision situations and personal, social and corporate responsibility.

| | | | |
|---|---|---|--|
| <p>2. The responses show some evidence of attempting to give attention to the concepts of evaluating and applying the ethical dimensions of decision situations and personal, social and corporate responsibility. However, many minor gaps were demonstrated</p> | <p>3. Paper relates to the level of attention given to evaluating and applying the ethical dimensions of decision situations and personal, social and corporate responsibility.</p> | <p>4. Paper evaluates and applies the ethical dimensions of decision situations and personal, social and corporate responsibility. The benefits of these approaches and logic are well developed.</p> | <p>5. Paper evaluates and applies the ethical dimensions of decision situations and personal, social and corporate responsibility. Overall pattern of organization is quite good as relates to these topics. Leaves no aspect uncovered.</p> |
|---|---|---|--|

Learning Outcome

#5a Communication - Oral: Communicate orally to individuals and groups in a concise, clear, organized, and well-supported manner using formats and technology relevant to the organizational context.

1. Does not address the issues asked. Or, a presentation that is marred by an unacceptable number of errors in conciseness, clarity, organization, and/or support.

| | | | |
|--|---|--|--|
| <p>2. Shows some evidence of addressing conciseness, clarity, organization, and/or support. Many minor errors were demonstrated in the presentation.</p> | <p>3. Presentation relates to the conciseness, clarity, organization and/or support provided. Represents one which is basically acceptable.</p> | <p>4. Presentation offers appropriate levels of conciseness, clarity, organization and written support for the context. The benefits of these approaches and logic are well developed.</p> | <p>5. Presentation was concise, clear, organized, and well supported in a professional manner for the context. Overall pattern of organization was quite good as relates to these topics. Left no aspect uncovered. Showed originality in the details.</p> |
|--|---|--|--|

Learning Outcome

#5a Communication - Written: Communicate in writing to individuals and groups in a concise, clear, organized, and well-supported manner using formats and technology relevant to the organizational context.

1. Does not address the questions asked. Or, a paper that is marred by an unacceptable number of errors in organization, development, word choice, style, tone and/or APA mechanics.

| | | | |
|---|--|--|---|
| <p>2. The pertinent responses show some evidence of addressing organization, development, word choice, style, tone and/or APA mechanics. However, many minor errors were demonstrated in the write-up. Taken together, they result in a low-scored paper.</p> | <p>3. Paper relates to the conciseness, clarity, organization and written support provided. Offers a write-up which is basically acceptable.</p> | <p>4. Paper offers appropriate levels of conciseness, clarity, organization and written support for business contexts, using the required format. The benefits of these approaches and logic are well developed.</p> | <p>5. Concise, clear, organized, and well supported in a professional manner for the business context. Overall pattern of organization is quite good. Leaves no aspect uncovered.</p> |
|---|--|--|---|

Learning Outcome

#6 Motivation: Given a leadership situation, identify workplace commitment theories to incorporate influences and power as a leader to motivate organizational stakeholders.

1: Does not address the questions asked. Or, a paper that is marred by an unacceptable level of attention to human resource management-- training, coaching, delegating and motivating.

| | | | |
|--|--|---|---|
| <p>2: The responses show some evidence of attention to human resource management-- training, coaching, delegating and motivating. However, many minor gaps were demonstrated as relates to human resource management-- training, coaching, delegating and motivating</p> | <p>3: Paper relates to the level of attention to human resource management-- training, coaching, delegating and motivating. Offers a write-up which is basically acceptable.</p> | <p>4: Paper attends to human resource management issues-- training, coaching, delegating and motivating. The benefits of these approaches and logic are well developed.</p> | <p>5: Paper attends to level of attention to human resource management-- training, coaching, delegating and motivating. Leaves no aspect uncovered.</p> |
|--|--|---|---|

Learning Outcome

#7 Research: Given an organizational need to evaluate and defend its actions or potential actions, select, analyze, and apply the assessment techniques, research methods, and/or statistical analyses needed to evaluate and defend those actions based on evidence

1. The pertinent responses do not adequately address the evaluation and application of exiting theory and research to current organizational practice.

| | | | |
|---|--|--|---|
| <p>2. Shows some evidence of attempting to address the evaluation and application of existing theory and research to current organizational practice. Many minor errors demonstrated in organization and development of the evaluation and application of existing theory</p> | <p>3. Relates to the evaluation and application of existing theory and research to current organizational practice. Offers a solution which is basically acceptable. Some minor errors were noted.</p> | <p>4. Paper offers an effective discussion for address the evaluation and application of existing theory and research to current organizational practice. The benefits of these approaches and logic are well developed.</p> | <p>5. Effectively covers the evaluation and application of existing theory and research to current organizational practice. Overall pattern of organization is quite good, leaves no aspect uncovered. Write-up shows originality in the details and is comprehensive</p> |
|---|--|--|---|

| | | | | | |
|--|---|--|---|--|--|
| <p>Learning Outcomes #8 Knowledge and Understanding of the Field: Demonstrate competency in identifying and integrating the major concepts, theoretical perspectives, historical trends, and key figures in the field of organizational leadership.</p> | <p>1: Does not address the questions asked. Or, a paper that is marred by an unacceptable level of attention to the causes of the situation, the appropriate theory as relates to current business practice and/ or defending the appropriate course of action.</p> | <p>2. The pertinent responses show some evidence identifying and integrating the major concepts, theoretical perspectives, historical trends, and key figures in the field of organizational leadership.. However, many minor errors were demonstrated as relates to</p> | <p>3. Paper relates to identifying and integrating the major concepts, theoretical perspectives, historical trends, and key figures in the field of organizational leadership. Offers a write-up which is basically acceptable.</p> | <p>4. Paper offers appropriate levels of identifying and integrating the major concepts, theoretical perspectives, historical trends, and key figures in the field of organizational leadership. The benefits of these approaches are analyzed</p> | <p>5. Concise, clear, organized, and well supported in a professional manner for identifying and integrating the major concepts, theoretical perspectives, historical trends, and key figures in the field of organizational leadership. Overall pattern of organization is quite good as relates to these topics. Leaves no aspect uncovered as relates to identifying the underlying causes of</p> |
| <p>Learning Outcomes #9 Change: Evaluate the impact of change on organizations, organizational members, and other stakeholders and apply appropriate change models and theories to facilitate successful change.</p> | <p>1: Does not address the questions asked. Or, a paper that is marred by an unacceptable level of attention to the initiatives of a business in reaching its goals in a changing environment.</p> | <p>2: The responses show some evidence of attending to the initiatives of an organization in reaching its goals in a changing environment. However, many minor gaps were demonstrated as relates to attending to the initiatives of a business in reaching its goals i</p> | <p>3: Paper relates to the level of attention given to the initiatives of an organization in reaching its goals in a changing environment. Offers a write-up which is basically acceptable.</p> | <p>4: Paper attends to the initiatives of an organization in reaching its goals in a changing environment. The benefits of these approaches and logic are well developed.</p> | <p>5: Paper attends to the initiatives of an organization in reaching its goals in a changing environment. Leaves no aspect uncovered as relates to the initiatives of a business in reaching its goals in a changing environment.</p> |
| <p>Learning Outcomes #10 Global diversity: Analyze and evaluate the involvement of diversity in leadership issues, with special attention to the implications of diversity for individuals, organizations, and societies.</p> | <p>1. Does not address the questions asked. Or, a paper that is marred by an unacceptable level of attention to the multicultural dimensions of decision situations and multicultural solutions to business situations.</p> | <p>2. The responses show some evidence of attempting to give attention to multicultural dimensions of decision situations and multicultural solutions to business situations. However, many minor gaps were demonstrated as relates to attending to multicultural</p> | <p>3. Paper relates to the level of attention given to to multicultural dimensions of decision situations and multicultural solutions to business situations. Offers a write-up which is basically acceptable.</p> | <p>4. Paper attends to the multicultural dimensions of decision situations and multicultural solutions to business situations. The benefits of these approaches and logic are well developed.</p> | <p>5. Paper evaluates the multicultural dimensions of decision situations and multicultural solutions to business situations. Leaves no aspect uncovered.</p> |
| <p>OVERALL RATING (must have an average rating of 3 or higher across all selected items above). PASS (3) or N</p> | | | | | <p>#DIV/0!</p> |
| <p>Total Score:</p> | | | | | <p>#DIV/0!</p> |