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|  | 4: Exemplary | 3: Accomplished | 2: Competent | 1: Beginning | 0: Deficient |
| Contributes to Team Meetings | Helps the team move forward by articulating the merits of alternative ideas or proposals.  **Fully participates in BB group page (blogs, wikis, discussions, uploads files). Meets 100% of contract.** | Offers alternative solutions or courses of action that build on the ideas of others. **Frequently participates in BB group page. Meets 75% of contract.** | Offers new suggestions to advance the work of the group**. Sometimes participates in BB group page. Meets 50% of contract.** | Shares ideas but does not advance the work of the group. **Rarely participates in BB group page. Meets 25% of contract.** | Does not meet beginning criteria**.**  **Does not participate in BB group page. Meets 0% of contract.** |
| Facilitates the Contributions of Team Members | Engages team members in ways that facilitate their contributions to meetings by both constructively building upon or synthesizing the contributions of others as well as noticing when someone is not participating and inviting them to engage.  **Fully participates in BB group page (blogs, wikis, discussions, uploads files). Meets 100% of contract.** | Engages team members in ways that facilitate their contributions to meetings by constructively building upon or synthesizing the contributions of others.  **Frequently participates in BB group page. Meets 75% of contract.** | Engages team members in ways that facilitate their contributions to meetings by restating the views of other team members and/or asking questions for clarification.  **Sometimes participates in BB group page. Meets 50% of contract.** | Engages team members by taking turns and listening to others without interrupting.  **Rarely participates in BB group page.**  **Met 25% of contract.** | Does not meet beginning criteria.  **Does not participate in BB group page.**  **Meets 0% of contract.** |
| Individual Contributions Outside of Team Meetings | Completes all assigned tasks by deadline; work accomplished is thorough, comprehensive, and advances the project. Proactively helps other team members complete their assigned tasks to a similar level of excellence.  **Fully participates in BB group page (blogs, wikis, discussions, uploads files). Meets 100% of contract.** | Completes all assigned tasks by deadline; work accomplished is thorough, comprehensive, and advances the project.  **Frequently participates in BB group page. Meets 75% of contract.** | Completes all assigned tasks by deadline; work accomplished advances the project.  **Sometimes participates in BB group page. Meets 50% of contract.** | Completes all assigned tasks by deadline.  **Rarely participates in BB group page.**  **Met 25% of contract.** | Does not meet beginning criteria.  **Does not participate in BB group page.**  **Meets 0% of contract.** |
| Fosters Constructive Team Climate | Supports a constructive team climate by doing all of the following:  •  Treats team members respectfully by being polite and constructive in communication. •  Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work. •  Motivates teammates by expressing confidence about the importance of the task and the team's ability to accomplish it. •  Provides assistance and/or encouragement to team members. | Supports a constructive team climate by doing any three of the following:  • Treats team members respectfully by being polite and constructive in communication. • Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work. • Motivates teammates by expressing confidence about the importance of the task and the team's ability to accomplish it. • Provides assistance and/or encouragement to team members. | Supports a constructive team climate by doing any two of the following:  • Treats team members respectfully by being polite and constructive in communication. • Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work. • Motivates teammates by expressing confidence about the importance of the task and the team's ability to accomplish it. • Provides assistance and/or encouragement to team members. | Supports a constructive team climate by doing any one of the following:  • Treats team members respectfully by being polite and constructive in communication. • Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work. • Motivates teammates by expressing confidence about the importance of the task and the team's ability to accomplish it. • Provides assistance and/or encouragement to team members. | Does not meet beginning criteria. |
| Responds to Conflict | Addresses destructive conflict directly and constructively, helping to manage/resolve it in a way that strengthens overall team cohesiveness and future effectiveness. | Identifies and acknowledges conflict and stays engaged with it. | Redirecting focus toward common ground, toward task at hand (away from conflict). | Passively accepts alternate viewpoints/ideas/opinions. | Does not meet beginning criteria. |