Adapting to Change Rubric

Definition: the ability to successfully engage in and navigate new circumstances and create opportunities, including identifying necessary learning activities, practicing appropriate coping mechanisms, and designing innovative solutions or strategies for initiating necessary change	**Aware**: recognizing circumstances requiring change	**Competent**: participating in activities leading to change	**Skilled**: demonstrating independent initiation/design of strategy leading to change
Criteria	*Performance Indicators*		
Connections	Acknowledging the limitations of working alone to identify and resolve a complex problem	Working in assigned groups to outline a problem that requires change	Selecting a group of individuals to work on a problem that requires change
Attitudes/Perceptions	Recognizing the need to examine beliefs and biases and to determine if those beliefs and biases might interfere/benefit successful progress/action	Identifying the groups' beliefs and biases that might interfere/benefit successful progress/action	Demonstrating leadership in facilitating elimination/mitigation of interfering or damaging attitudes/perceptions
Knowledge	Evaluating available documents/materials/resources to determine their usefulness	Locating resources to facilitate understanding of the situation and to offer guidance	Using existing materials to map out a plan of action and to generate new resources related to the situation that requires change
Decision Making	Analyzing and comparing the effectiveness of various decisions	Choosing between various decisions the one best suiting the situation that requires change and explaining the reasons for the choice	Formulating multiple decisions and collaboratively selecting the most appropriate one for the situation that requires change or revising to create a workable decision
Actions	Assessing the success and future implications of various plans/strategies	Selecting from among given actions those most appropriate to the situation that requires change and explaining the reasons for the choices	Designing actions that lead to effective change, organizing actions in a workable timeline, and initiating the process of change