

Leadership Portfolio Rubric

Required Elements	Revise & Resubmit for next Round	Approaches Expectations (Consult and Revise for this Round)	Meets Expectations	Exceeds Expectations
Introductory Narrative/Video	Narrative/video does not address a leaderly action, description of evidence missing or unconvincing.	Narrative addresses the leaderly action, but needs development for reader to understand scope of the project. Discussion of evidence needs elaboration.	Clearly laid out narrative, including description of scope and value of project, the 'story' of how the project unfolded, and succinct and convincing discussion of evidence of impact.	Clear narrative, including analysis of need for the project based on data or experience, clear description of scope and value of project as a whole, discussion of role of writer as initiator and/or 'shepherd' of the project. Includes discussion of evidence of impact, lessons learned and description of next steps
Evidence of key role in leadership project	Evidence of key role played in the project is missing or unconvincing.	Evidence of role played submitted, but lack of clarity within the evidence obscures leaderly nature or scope of role played.	Clear evidence that role played was leaderly in nature, indication of connection to potential impact	Direct observers' testimonials and other documentation of the leadership role taken, and indication of connection to potential impact.
Evidence of impact	No or minimal evidence of impact	Evidence of engagement with project, but lacking clarity of impact of writer's individual contribution.	1 st person testimonials of impact on them OR direct evidence** of impact as a result of the leadership role played	1 st person testimonials of impact AND direct evidence of impact as a result of leadership role played

**** Direct evidence of impact = changes in policies, processes, procedures; changing relationships; new actions of others**