21st Century Skill Creativity & Innovation (A)	Demonstrates Mastery 3	Progressing 2	Needs Improvement 1-0
Think Creatively	• Uses a wide range of idea creation techniques to develop several original ideas • Elaborates, refines, analyzes and evaluates own ideas in order to improve and maximize creative efforts	• Develops some original ideas • Evaluates ideas, but not thoroughly before selection • Shows some imagination in shaping ideas but stays within conventional boundaries	• Selects one idea without evaluation of others **and/or** • Uses existing ideas without imagining new ones
Work Creatively with Others	• Asks new questions and takes different perspectives to elaborate on ideas • Seeks and uses group feedback and critique to revise ideas and formulate new ones • Contributes to group discussions frequently • Takes initiative to ensure all group members are on task	• Considers and uses some feedback but does not seek it out • Asks questions but only makes minor tweaks • Contributes to group discussions and activities occasionally	• Does not ask new questions or elaborate on the selected ideas **and/or** • Does not contribute to group discussions **and/or** • Distracts from group progress
Implement Innovations	• Implements innovative ideas to make a tangible and meaningful product • Attempts creativity multiple times and understands the cyclical process of small successes and frequent mistakes • Product/solution displays unique, detailed perspective.	• Makes some attempts of relevant originality. • Solutions demonstrate some understanding and creativity	• Shows a lack of originality and/or understanding

21st Century Skill Critical Thinking & Problem Solving (B)	Demonstrates Mastery 3	Progressing 2	Needs Improvement 1-0
Reason Effectively	• Uses various types of reasoning (inductive, deductive, etc.) as appropriate to the situation	• Uses one type of reasoning appropriate to the situation	• Does not use reasoning as appropriate to the situation
Use Systems Thinking	• Analyzes how parts of a whole interact with each other to produce overall outcomes in complex systems	• Inconsistent in analyzing how parts of a whole interact with each other to produce overall outcomes in complex systems	• Fails to demonstrate how parts of a whole interact with each other
Make Judgments and Decisions	• Effectively analyzes and evaluates evidence, arguments, claims and beliefs • Analyzes and evaluates major alternative points of view • Synthesizes and makes connections between information and arguments • Interprets information and draws conclusions based on the best analysis • Reflects critically on learning experiences and processes	• Limited analysis and evaluation of evidence, arguments, claims and beliefs • Missing key alternative points of view • Missing key connections between information and arguments • Interprets information and draws conclusions based on inaccurate analysis • Limited reflection of the learning experiences and processes	• Lacks analysis and evaluation of evidence, arguments, claims and beliefs **and/or** • Lacks alternative points of view **and/or** • Lacks connections between information and arguments **and/or** • Does not interpret information and draw conclusions **and/or** • Does not reflect critically on learning experiences and processes
Solve Problems	• Solves different kinds of non-familiar problems in both conventional and innovative ways • Identifies and asks significant questions that clarify various points of view and lead to better solutions	• Attempts to solve different kinds of non-familiar problems. • Identifies and asks questions occasionally that clarify a point of view and lead to better solutions	• • Does not attempt to solve problems **and/or** • • Does not identify and ask significant questions that clarify various points of view and lead to better solutions

21st Century Skill Communication, Collaboration, Social and Cross-Cultural (C)	Demonstrates Mastery 3	Progressing 2	Needs Improvement 1-0
Communicate Clearly	• Articulates thoughts and ideas effectively using oral, written and nonverbal communication skills in a variety of forms and contexts • Listens effectively to decipher meaning, including knowledge, values, attitudes and intentions • Uses effective communication for a range of purposes (e.g. to inform, instruct, motivate and persuade) • Utilizes multiple media and technologies, and knows how to judge their effectiveness as well as assess their impact	• Articulates thoughts and ideas occasionally using oral, written and nonverbal communication skills. • Listens occasionally to decipher meaning, including knowledge, values, attitudes and intentions • Uses communication for some of the purposes (inform, instruct, motivate, or persuade) • Utilizes some media and technologies, and knows how to judge their effectiveness as well as assess their impact	• Does not consistently articulate thoughts and ideas effectively. **and/or** • Does not listen to others. **and/or** • Does not consistently communicate with others to instruct, motivate and/or persuade. **and/or** • Utilizes media and technologies in ineffective ways
Collaborate with Others	• Demonstrates ability to work effectively and respectfully with diverse teams • Exercises flexibility and willingness to be helpful in making necessary compromises to accomplish a common goal • Assumes shared responsibility for collaborative work, and values the individual contributions made by each team member	• Demonstrates ability to work effectively and respectfully with diverse teams • Assumes shared responsibility some of the time for collaborative work, and values the individual contributions made by each team member	• Does not work effectively and respectfully with diverse teams. **and/or** • Not willing to be flexible and work toward a common goal. **and/or** • Not willing to be responsible for shared work. **and/or** • Does not value the individual contributions of others.
Interact Effectively with Others	• Knows when it is appropriate to listen and when to speak • Conducts themselves in a respectful, professional manner • Leverages social and cultural differences to create new ideas and increase both innovation and quality of work	• Conducts themselves in a respectful, professional manner	• Does not contribute to the group or does not allow others to contribute. **and/or** • Displays disrespect to other members of the group.

21st Century Skill Information, Media, and Technological Literacy (D)	Demonstrates Mastery 3	Progressing 2	Needs Improvement 1-0
Access and Evaluate Information	- Accesses information efficiently (time) and effectively (sources) - Evaluates information critically and competently	- Does not consistently access information efficiently (time) and effectively (sources) - Does not consistently evaluate information critically and competently	- Does not use time efficiently and/or does not utilize a variety of sources **and/or** - Does not evaluate information
Use and Manage Information	- Uses information accurately and creatively for the issue or problem at hand - Manages the flow of information from a wide variety of valid and relevant sources - Applies a fundamental understanding of the ethical/legal issues surrounding the access and use of information	- Does not consistently use information accurately for the issue or problem at hand - Does not consistently manage the flow of information from a wide variety of valid and relevant sources - Does not apply a fundamental understanding of the ethical/ legal issues surrounding the access and use of information	- Does not use information to solve the issue or problem at hand **and/or** - Does not attempt to use a wide variety of valid and relevant sources **and/or** - Does not apply a fundamental understanding of the ethical/legal issues surrounding the access and use of information
Analyze Media	- Understands both how and why media messages are constructed, and for what purposes - Examines and applies aspects on how individuals interpret messages differently, how values and points of view are included or excluded, and how media can influence beliefs and behaviors - Applies a fundamental understanding of the ethical/legal issues surrounding the access and use of media	- Does not consistently understand both how and why media messages are constructed, and for what purposes - Does not consistently examine how individuals interpret messages differently, how values and points of view are included or excluded, and how media can influence beliefs and behaviors - Does not apply a fundamental understanding of the ethical/ legal issues surrounding the access and use of media	- Does not understand how media messages are constructed, and for what purposes **and/or** - Does not examine how individuals interpret messages differently, how values and points of view are included or excluded, and how media can influence beliefs and behaviors **and/or** - Does not apply a fundamental understanding of the ethical/ legal issues surrounding the access and use of media
Create Media Products	Understands and utilizes the most appropriate media creation tools, characteristics and	Does not consistently understand and utilize the most appropriate media creation	Does not utilize the most appropriate media creation tools, characteristics and conventions

	conventions ● Understand and effectively utilize the most appropriate expressions and interpretations in diverse, multi-cultural environments	tools, characteristics and conventions ● Does not consistently understand and effectively utilize the most appropriate expressions and interpretations in diverse, multi-cultural environments	**and/or** ● Does not understand and effectively utilize the most appropriate expressions and interpretations in diverse, multi-cultural environments
Apply Technology Effectively	● Uses technology as a tool to research, organize, evaluate and communicate information ● Uses digital technologies (computers, PDAs, media players, GPS, etc.), communication/ networking tools and social networks appropriately to access, manage, integrate, evaluate and create information to successfully function in a knowledge economy ● Applies a fundamental understanding of the ethical/legal issues surrounding the access and use of information technologies	● Does not use technology consistently as a tool to research, organize, evaluate and communicate information **and/or** ● Does not use a variety of digital technologies (computers, PDAs, media players, GPS, etc.), communication/networking tools and social networks appropriately to access, manage, integrate, evaluate and create information to successfully function in a knowledge economy **and/or** ● Does not consistently apply a fundamental understanding of the ethical/legal issues surrounding the access and use of information technologies	● Does not use technology as a tool to research, organize, evaluate and communicate information **and/or** ● Does not use digital technologies (computers, PDAs, media players, GPS, etc.), communication/ networking tools and social networks appropriately to access, manage, integrate, evaluate and create information to successfully function in a knowledge economy **and/or** ● Does not apply a fundamental understanding of the ethical/legal issues surrounding the access and use of information technologies

21st Century Skill Flexibility, Adaptability, Initiative and Self-Direction (E)	Demonstrates Mastery 3	Progressing 2	Needs Improvement 1-0
Adapt to Change	• Adapts to varied roles, job responsibilities, schedules, and contexts. • Works effectively in a climate of ambiguity and changing priorities.	• Adapts to varied roles, job responsibilities, schedules, and contexts. OR • Works effectively in a climate of ambiguity and changing priorities.	• Does not adapt to varied roles, job responsibilities, schedules, and contexts. • Does not work effectively in a climate of ambiguity and changing priorities.
Be Flexible	• Incorporates feedback effectively. • Deals positively with praise, setbacks and criticism. • Understands, negotiates, and balances diverse views and beliefs to reach workable solutions, particularly in multi-cultural environments.	• Incorporates feedback effectively. • Deals positively with praise, setbacks and criticism. • Does not understand, negotiate, and balance diverse views and beliefs to reach workable solutions, particularly in multi-cultural environments.	• Does not incorporate feedback effectively. • Does not deal positively with praise, setbacks and criticism. • Does not understand, negotiate, and balance diverse views and beliefs to reach workable solutions, particularly in multi-cultural environments.
Manage Goals and Time	• Sets goals with tangible and intangible success criteria. • Balances tactical (short-term) and strategic (long-term) goals. • Utilizes time and manages workload effectively.	• Does not set goals with tangible and intangible success criteria. • Does not balance tactical (short-term) and strategic (long-term) goals. • Utilizes time and manages workload effectively.	• Does not set goals with tangible and intangible success criteria. • Does not balance tactical (short-term) and strategic (long-term) goals. • Does not utilize time and manage workload effectively.
Work Independently	• Monitors, defines, and prioritizes and completes tasks without direct oversight.	• Monitors, defines, and prioritizes and completes tasks without direct oversight occasionally.	• Does not monitor, define, or prioritize and does not complete tasks without direct oversight.
Be Self-directed Learners	• Goes beyond basic mastery of skills and curriculum to explore and expand one's own learning and	• Goes beyond basic mastery of skills and curriculum to explore and expand one's own learning and opportunities to	• Does not go beyond basic mastery of skills and curriculum to explore and expand one's own learning and opportunities

	opportunities to gain expertise. ● Demonstrates initiative to advance skill levels towards a professional level. ● Demonstrates commitment to learning as a lifelong process. ● Reflects critically on past experiences in order to inform future progress.	gain expertise. ● Demonstrates commitment to learning as a lifelong process. ● Does not demonstrate initiative to advance skill levels towards a professional level. ● Does not reflect critically on past experiences in order to inform future progress.	to gain expertise. ● Does not demonstrate initiative to advance skill levels towards a professional level. ● Does not demonstrate commitment to learning as a lifelong process. ● Does not reflect critically on past experiences in order to inform future progress.

21st Century Skill Productivity, Accountability, Leadership and Responsibility (F)	Demonstrates Mastery 3	Progressing 2	Needs Improvement 1-0
Manage Projects	● Sets and meets goals, even in the face of obstacles and competing pressures ● Prioritizes, plans and manages work to achieve the intended result	● Sets goals, but does complete them in a timely manner. ● Manages work with an incomplete plan to achieve the intended result	● Does not set appropriate goals. ● No plan or management strategy is created to achieve the intended result.

Produce Results	● Demonstrates all additional attributes associated with producing high quality products including the abilities to:
	  ○ Work positively and ethically
	  ○ Manage time and projects effectively
	  ○ Appropriately multi-task
	  ○ Participate actively, as well as be reliable and punctual
	  ○ Present oneself professionally and with proper etiquette
	  ○ Collaborate and cooperate effectively with teams
	  ○ Respect and appreciate team diversity
	  ○ Be accountable for results
		● Demonstrates more than half of the additional attributes associated with producing high quality products including the abilities to:
		  ○ Work positively and ethically
		  ○ Manage time and projects effectively
		  ○ Appropriately multi-task
		  ○ Participate actively, as well as be reliable and punctual
		  ○ Present oneself professionally and with proper etiquette
		  ○ Collaborate and cooperate effectively with teams
		  ○ Respect and appreciate team diversity
		  ○ Be accountable for results
			● Demonstrates some of the additional attributes associated with producing high quality products including the abilities to:
			  ○ Work positively and ethically
			  ○ Manage time and projects effectively
			  ○ Appropriately multi-task
			  ○ Participate actively, as well as be reliable and punctual
			  ○ Present oneself professionally and with proper etiquette
			  ○ Collaborate and cooperate effectively with teams
			  ○ Respect and appreciate team diversity
			  ○ Be accountable for results

Guide and Lead Others	● Uses interpersonal and problem-solving skills to influence and guide others toward a goal ● Leverage strengths of others to accomplish a common goal ● Inspires others to reach their very best via example and selflessness ● Demonstrates integrity and ethical behavior in using influence and power	● Uses interpersonal and problem-solving skills to work toward a goal ● Leverages strengths of others to accomplish a common goal	● Shows no use of interpersonal skills for problem-solving.
Be Responsible to Others	● Acts responsibly with the interests of the larger community in mind	● Acts responsibly with the interests of the group or project in mind.	● Does not act responsibly on a consistent basis.