

ELEVATER RUBRIC

SEL	Agreement Standard	Expert (6 points)	Effective (4 points)	Developing (2 points)	Unsatisfactory (0 points)
Relationship Skills, Social Awareness	Relationships Investing in people.	Makes a sincere investment in their mentees through tangible and intangible ways (i.e., personal interaction, hand-written notes, use of questioning techniques). Seeks to understand his or her mentees' love language and makes concerted efforts to speak it.	Goes out of their way to be kind to their mentees. Knows mentees thoroughly and mentees know they are loved.	Makes limited investment in mentees. Sometimes engaged in relationships and sometimes they "tune out." Defers to other team members to build relationships with mentees.	Sees this opportunity as more of a job rather than a meaningful calling. Does not appear to have any meaningful relationship with mentees.
Self-Management	Excellence Doing the right thing, the right way.	Prepares 100% for the delivery of the lesson. Is always in the right place at the right time with the right preparation and right materials. Is consistently caught 'doing great.' Exemplifies excellent speaking, small group leadership and communication skills.	Is usually prepared to deliver the lesson and is consistently being caught 'doing good.' Exemplifies good speaking, small group leadership and communication skills.	Makes little effort to be caught 'doing good'. Is kind and prepared to deliver to mentees; however, does not give 100% to the mentoring process. Speaking, small group leadership and communication skills need improvement.	Gives no attention to doing good work. Exemplifies poor speaking, small group leadership and communication skills.
Self-Awareness, Self-Management	Passion Dedicated, caring and driven.	Greets every mentee with a handshake, fist bump, hug or smile. Demonstrates sincere love for their personal development and shares that passion with their mentees.	Demonstrates love for mentees. Works to develop their own personal passion, but has not shared those personal passions with others.	Shows little desire to make the lives of others better. Exemplifies little passion or drive for what they are doing.	Shows no desire to make the lives of others better. Does not go out of their way to feel, express or share passions with others.
Responsible Decision Making	Innovation Mission is sacred; change is essential.	Consistently innovates on the fly while sticking with the basics of the lesson. Knows mentees so well they can improvise on the fly to meet individual mentees' needs.	Sticks to the mission and carries out the lesson efficiently. Offers ideas for change sometimes, but shows some reluctance to remain flexible.	Misses key components of the plan and does not take a sincere interest in mentees. May seem inflexible to change. Does not speak up to share ideas and is unwilling to practice creativity.	Relies on the team in order to carry out the activity. Does not offer help or show flexibility to change.