**VANDERBILT DIETETIC INTERNSHIP: WIC LEADERSHIP RUBRIC**

**Your WIC preceptor will consider your overall participation/ engagement and complete the following grading form.**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **LEVELS/CRITERIA** | **UNSATISFACTORY PERFORMANCE.** *Does not fulfill required activities; needs constant supervision; has great difficulty in achieving pre-determined objectives.*  ***(40 points)*** | **NEEDS MUCH IMPROVEMENT.** *Needs assistance on many projects; requires guidance to achieve pre-determined objectives.*  ***(60 points)*** | **ENTRY LEVEL.** *Performs all activities correctly; works with minimum assistance once guidelines are established; meets pre-determined objectives.*    ***(80 points)*** | **BEYOND ENTRY LEVEL.** *Performs all activities with great accuracy; works independently once guidelines are established; exceeds pre-determined objectives*    ***(100 points)*** | **ACTUAL**  **SCORE** |  | **Example**  **Scoring** |
| **Responsibility** | Has poor attendance, consistently tardy, and rarely participates | Demonstrates average attendance, occasionally arrives late, and minimally participates | Demonstrates adequate attendance, arrives on time and adequate participation | Demonstrates perfect attendance, always on time or early and exceptional participation |  |  | 90 |
| **Respect** | Is not respectful of others or differences | Demonstrates developing understanding of respect in a supervised practice/educational environment | Demonstrates ability to respectfully interact professionally. Accepts feedback and follows directions | Demonstrates sensitivity, honesty, ethical consideration and respect for the culture, language, gender, socio-economic status and exceptionalities |  |  | 40 |
| **Communication** | Demonstrates ineffective oral and/or written communication skills | Selectively demonstrates effective oral and/or written communication skills | Demonstrates effective oral and/or written communication skills | Demonstrates professionalism in all situations, conversations and documents.  Confident in finding voice as a leader in diverse practice settings where food and nutrition matters |  |  | 80 |
| **Professionalism & Appearance** | Does not wear proper attire or fails to display professional grooming per dress code policy | Seldom wears proper attire or seldom displays professional grooming per dress code policy | Wears proper attire and displays professional grooming per dress code policy | Always wears proper attire and displays professional grooming per dress code policy |  |  | 60 |
| **Professionalism & Demeanor** | Does not engage with others or listen respectfully to varying ideas | Listens to ideas. Demonstrates emerging understanding of how to create positive professional relationships | Receptive to varying ideas, relates well to others, and demonstrates respect for differences | Receptive to varying ideas, relates well to others and demonstrates respect for differences. Ethical and maintains confidentiality at all times. |  |  | 80 |
| **LEVELS/CRITERIA** | **UNSATISFACTORY PERFORMANCE.** *Does not fulfill required activities; needs constant supervision; has great difficulty in achieving pre-determined objectives.*  ***(40 points)*** | **NEEDS MUCH IMPROVEMENT.** *Needs assistance on many projects; requires guidance to achieve pre-determined objectives.*  ***(60 points)*** | **ENTRY LEVEL.** *Performs all activities correctly; works with minimum assistance once guidelines are established; meets pre-determined objectives.*    ***(80 points)*** | **BEYOND ENTRY LEVEL.** *Performs all activities with great accuracy; works independently once guidelines are established; exceeds pre-determined objectives*    ***(100 points)*** | **ACTUAL**  **SCORE** |  | **Example**  **Scoring** |
| **Contributions** | Does not offer ideas, ask questions, offer solutions or participate in discussions and/or meetings | Seldom contributes valuable ideas during discussions and in meetings. Emerging as a team player. | Often contributes valuable ideas during discussions and in meetings. Is a positive team player and displays emotional intelligence. | Contributes meaningfully to discussions, searching for answers, encourages and supports others. Demonstrates ability to work with all teams; shows high level of emotional intelligence. Pleasantly assertive |  |  | 60 |
| **Self-Reflection** | Minimally reflection on experiences, learning, practices, and understandings | Seeks out and reflects on experiences and practices from various sources | Demonstrates ability to reflect, understand and make connections between theory and practice | Demonstrates learning and growth from self-reflection on experiences, learning, practices and understanding |  |  | 100 |
| **Openness** | Appears uninterested and does not demonstrate or share curiosity and passion. Is defensive about feedback and suggestions | Limited demonstration of interest, passion and curiosity. Is sometime defensive about feedback and suggestions. | Demonstrates interest, passion and curiosity. Asks questions and seeks information related to supervised practice/educational experiences. Willingly incorporates suggestions and responds appropriately to feedback | Openly contributes to the supervised practice/educational environment as a result of their interest, passion and curiosity. |  |  | 60 |
| **Comments** |  |  |  |  | **Total:**  **Avg:** |  | **Total: 570**  **Avg: 71** |

**As time allows, discuss with intern and they can return graded form to Dianne K. OR return to Dianne K via fax (615-343-8810) or scan and send via e-mail attachment to** [**k.dianne.killebrew@vanderbilt.edu**](mailto:k.dianne.killebrew@vanderbilt.edu)

**Intern:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Preceptor\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date:\_\_\_\_\_\_\_\_\_\_\_\_\_**