

LESSON	AN EFFECTIVE LEADER	A DEVELOPING CO-LEADER	SUPPORTER
1	Demonstrates self-awareness and is able to reflect upon strengths and challenges to learn from the past and create a vision for the future .	Demonstrates some self awareness but is not as confident when reflecting on strengths and challenges to create a vision for the future.	Engages but with hesitancy when identifying strengths and challenges; showing limited understanding of how the strengths and challenges relate to a vision for the future.
2	Builds trust among teammates by listening to, sharing experiences and encouraging contributions of others. Communicates, appreciates diversity , and cooperates for the team's success. Shares ideas on how to use and build on each other's talents.	Engages in trust building with other team members. Shows respect for others' opinions by listening to and acknowledging how their skills contribute to the team's success.	Growing to understand how building and working with other personalities and skills/talents contribute to team success.
3	Makes connection between research and understanding of issues. Connects what is learned to team actions that could make a difference. Understands and demonstrates consensus through actions of selecting an issue .	Participates in research of issues and sharing the information learned with team members. Contributes to discussion on identifying issues where team action could make a difference.	Provides little contribution to the discussion on research findings. Supports team's selected issue.
4	Presents a " we can do it " optimism to lead others for ' achieving Big Goals. ' Brainstorms with team members about pros and cons of possible projects and potential impacts . Encourages consensus on final project selection.	Participates in brainstorming project ideas. Suggests some possible pros and cons of proposed ideas. Supports decision on final project selection.	Engages but shows little prior thinking about proposed project ideas. Accepts project selected.
5	Maintains a leadership mindset by contributing significantly to the development of a brand that helps solidify the members as a unit/team. Reflects on the feasibility of the team's goal and project through a shared vision .	Makes contributions to the development of a brand that reflects the team message. Shares reflections applicable to the feasibility of the team's success and supports others.	Looks to others to develop a brand that reflects the team message. Accepts decision on final project branding plans.
6	Understands accountability, responsibility, and commitment are essential for success . Helps define roles and responsibilities and collaborates with team to create results and overcome obstacles . Continues to keep the team feeling appreciated and respected.	Shows commitment to project success by contributing to roles and responsibilities. Understands the concept of "holding each other accountable" by accepting assigned roles, however, is hesitant to respond to challenges.	Accepts definitions and assignment of roles and responsibilities. Shows awareness of challenges but does not act on them.
7	Demonstrates understanding that others can serve as resources . Has a can-do attitude , open to new ideas and gains support from others in the school and community to create a unified vision .	Recommends others who could serve as resources. Shows some eagerness to work with others who could contribute to the project's success.	Listens to and shows awareness of how other people can contribute to the project's success. However, does not take initiative to recruit others to participate or support the project.

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8	Concise communicates the team's message, clearly identifies key elements of vision for the project and motivates others to take action. Seeks input from others, personalizes connections for others to be involved and make a difference .	With support, communicates the team's message and vision for the project and encourages others to become part of the solution.	Learning how to increase motivation and take action. Little or no personal contribution in reaching out to others.
9	Actively inspires targeted audiences to take action through preparing and disseminating focused messages. Understands how to " be the change " by moving from thinking (planning) to doing through implementation and reflection .	Identifies some targeted audiences and encourages them to take action using the team agreed-to message. Shows understanding of the importance of moving from thinking to action by actively participating in implementation efforts.	Shows little understanding of moving from thinking to action by limited participation in implementation efforts.
10	Deep understanding of the importance of data and momentum to keep project on track. Works with team to reflect upon what worked and what did not, what barriers hindered success, and changes that were made. Recognizes the value of a public thank you to supporters and stakeholders.	Understands importance of data gathering by sharing reflections on what worked, what did not, barriers, and changes made. Recommended wording for a public message to thank supporters.	Participated in or listened to a discussion on what worked, what did not, barriers, and changes made. Agreed to wording for public message to thank supporters.
11	Persues personal leadership growth through reflection and follow-up conversations to plan next steps with ideas and actions. Is a 'ripple-maker' and knows change is never over . Acknowledges people are resources for success and writes personalized notes of appreciation.	Active participant in discussion on next steps. Shows interest in keeping the project momentum by agreeing to discuss follow up activities. Prepares notes of appreciation to other team members.	Thanks team members for their efforts. Shows little interest in next steps.
12	A Service-Minded Individual willing to communicate team results to inspire others . Develops content and strategies to share the story of their leadership journey . Engages team members to help check that all challenge entry requirements have been properly submitted.	Shares ideas for content and circulation strategies to share the story of their leadership journey. Assists in checking that all submission requirements for challenge entry have been met. Demonstrates understanding of benefits of service leadership.	Provides limited support in the process to tell the story of the team's leadership journey, and in the review of submission requirements for the challenge entry. Continuing to grow to see advantages of service leadership.