

Formation Rubric

Outcome: Graduates will demonstrate growth and maturity in their character, relational, and faith formation.

	Benchmark—1	Emerging—2	Proficient—3	Exceptional—4
Character Formation: Self-Awareness	Recognizes personal strengths and weaknesses.	Articulates personal strengths and weaknesses and recognizes opportunities for ongoing growth. Demonstrates a willingness to participate in a growth process.	Constructs a complex narrative of self in a manner that demonstrates congruency between one's perceived self and actual self.	Engages in regular reflective practice using one's complex self-narrative.
Character Formation: Personal Integrity	Recognizes a range of human emotions. Acknowledges one's responsibility to self and others and the importance of integrity and trustworthiness.	Identifies goals and growth areas for self-regulation. Demonstrates an increasing awareness of their personal values and the impact those values should have on their behavior.	Able to regulate emotions and behavior. Engages others with a non-defensive and open posture. Actions are congruent with values. Perceived as trustworthy by peers.	Exhibits profound trustworthiness, integrity, and moral consistency in complex social situations. Maintains integrity in the presence of competing values. Publicly articulates the congruence between their values and actions and can inspire and lead others to do the same.
Relational Formation: Differentiation of Self	Identifies own anxiety triggers. Demonstrates awareness of anxiety in systems and the ways in which that anxiety may apply pressure on leaders.	Maintains appropriate personal boundaries and respects the boundaries of others. Maintains appropriate physical, emotional, and spiritual boundaries and respects the physical, emotional, and spiritual boundaries of others. Able to receive influence from others.	Demonstrates humble curiosity about others without sacrificing convictions. Manages anxiety effectively. Receives influence from others while maintaining one's own convictions. Models and affirms in others the capacity to self-regulate while remaining connected to others.	Demonstrates comfort with both intimacy and autonomy. Exhibits non-anxious leadership in the presence of anxious systems. Inspires and leads others to maintain connection and self-regulation simultaneously.
Relational Formation: Social Wisdom	Acknowledges social situations are multidimensional and require multiple ways of knowing.	Discerns the most salient factors embedded within a relational setting. Accurately identifies stakeholders and assesses their motivations and goals.	Accurately interprets stakeholder perspectives with contextual sensitivity. Comprehends a social situation in its complexity and depth, drawing on a variety of ways of knowing. Capable of responding to a social situation with wise and fitting action.	Uses social discernment and interpretive skills to effectively inspire and lead communities toward wise and fitting action.
Faith Formation: Attachment to God	(Orientation) Acknowledges that faith in God is complex and not merely formulaic assent. Begins to question and evaluate received assumptions about faith and what constitutes right relationship with God.	(Disorientation) Confronts the ambiguity and mystery of living faith. Wrestles with the paradox of light and darkness, certainty and doubt, revelation and hiddenness. Begins to reimagine faith and Christian practices alongside and through this struggle.	(Reorientation) Welcomes the ambiguity and mystery of living faith. Integrates the paradoxical nature of secure attachment to God into their spiritual walk. Reignites and renews personal faith practices. Invites and accompanies others into the mystery.	Confidently leads a community into the mystery of living faith. Inspires others to renew faith practices because of rather than in spite of the paradoxical nature of secure attachment to God.
Faith Formation: Embodying God's Love for the World	Recognizes that their actions should embody God's creative and redemptive love for and in the world.	Begins to embody God's creative and redemptive love by practicing listening to and learning from diverse neighbors.	Articulates God's vision of a just and trustworthy world. Engages in ministries of justice and reconciliation that contribute toward that vision.	Discerns personally and with communities how to join God in co-creating a just and trustworthy world. Leads ministries of justice and reconciliation that embody God's creative and redemptive love.

Rubric Criteria

- ***Character Formation: Self-Awareness*** — Conscious knowledge of one's own character, feelings, motives, and understandings. True self-awareness is achieved when internal understandings of self are congruent with one's external reality.
- ***Character Formation: Personal Integrity*** — Demonstrates trustworthiness and integrity in one's life. Able to regulate emotions and behavior. Engages others with a non-defensive and open posture. Actions are congruent with values.
- ***Relational Formation: Differentiation of Self*** — Demonstrates the capacity to simultaneously maintain connection with others and self-regulate, despite external pressure. Demonstrates the ability to maintain a non-anxious presence and to respond rather than react in stressful situations. Able to receive influence from others without abandoning one's convictions.
- ***Relational Formation: Social Wisdom*** — Comprehends a social situation in its complexity and depth, drawing on a variety of ways of knowing. Discerns the most salient factors embedded within a relational setting. Accurately identifies stakeholders, assesses their motivations and goals, and interprets them with contextual sensitivity. Capable of responding to a social situation with wise and fitting action.
- ***Faith Formation: Attachment to God*** — Understands that their identity as a beloved child of God is rooted in God's grace. Demonstrates an awareness of and willingness to engage the paradoxes and complexity of faith. An array of communal and personal Christian practices anchor and shape their way of life. Discerns the Spirit's movement for them, others, and the communities they serve.
- ***Faith Formation: Embodying God's Love for the World*** — Sees themselves as agents of God's creative and redemptive love in the world. Engage in practices of listening to and learning from diverse neighbors. Works for justice and reconciliation. Discerns how persons and communities join God in co-creating a just and trustworthy world.