

# ILO Rubrics Introduction

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The Institutional Learning Outcomes (ILOs) rubrics provide a common framework for evaluating student achievement of the ILOs across all disciplines. To ensure consistency and reliability in assessing ILO achievement, please use the rubrics as designed. However, when necessary, adjustments to the terminology for alignment with industry- or discipline-specific vocabulary is acceptable. For questions regarding such modifications or help in using the ILO rubrics, please contact Assessment Services at [assessmentservices@byui.edu](mailto:assessmentservices@byui.edu) (208) 496-1764.

## Key Clarifications for Faculty Unfamiliar with the Process

- **What is the purpose of these rubrics?** To facilitate a consistent method for assessing ILOs across disciplines.
- **Do I need to create a new assignment?** No, apply the rubric to an existing assignment.
- **Can I change the wording?** Yes, but only for discipline-specific vocabulary. Contact Assessment Services with questions.
- **How do I implement the rubric in a course assessment?** Select the rubric and the aspects to be implemented, use the rating scale as written, and endeavor to grade according to the grading rules to help ensure consistency in scoring.



## Skilled Collaborators: Skilled Collaborators work effectively with others to accomplish a shared vision

	Does Not Meet	Emerging	Benchmark	Developed
Fulfils Individual Responsibilities	Fails to complete assigned tasks or consistently misses deadlines, making it difficult for the team to progress.	Completes assigned tasks contributing to the team's progress by the deadline when reminded. May seek help when needed but does not take initiative.	Consistently completes assigned tasks on time or ahead of schedule. Offers to help others when able.	Consistently completes assigned tasks well before deadlines. Proactively seeks opportunities to assist team members and contribute to the team's success.
Supports Others	Fails to participate actively in group discussions or contribute meaningfully to the team's work.	Listens passively during group discussions and may respond to direct questions but does not actively contribute or facilitate discussion.	Participates actively in group discussions, asking relevant questions and encouraging others to contribute. May synthesize ideas or highlight connections between different perspectives.	Facilitates group discussions, actively listening, asking insightful questions, and encouraging all team members to participate. Synthesizes ideas shared by others, highlighting connections and promoting collaboration.
Supports Group Climates	Fails to attend meetings or contributes to a negative or unproductive group dynamic.	Attends meetings but does not participate or contribute to a positive group climate. Uses polite language but may struggle to resolve conflicts constructively.	Contributes positively to group discussions and participates in resolving conflicts. Uses constructive communication and seeks to understand different perspectives.	Fosters a positive and productive group climate. Participates in discussions, contributes insights, and focuses on resolving conflicts. Leads out to creates a supportive and inclusive environment for everyone.
Responds to Conflict	Fails to address disagreements constructively or contributes to escalating conflicts.	Remains calm when faced with disagreements but does not act to resolve conflicts constructively.	Expresses personal perspective on conflicts in a constructive manner. Seeks to understand others' viewpoints and proposes potential solutions. Facilitates discussions to reach a compromise.	Resolves conflicts constructively by listening to others' perspectives and proposing multiple options for resolution. Facilitates group discussions to reach consensus.

If you need help implementing the ILO rubric, please contact Jodi Robison at [robisonjo@byui.edu](mailto:robisonjo@byui.edu).