

## Character Formation Rubric

### Definitions

<i>Unknown (0)</i>	<i>Concerning (1)</i>	<i>Beginning (2)</i>	<i>Maturing (3)</i>	<i>Exemplary (4)</i>
Insufficient knowledge in order to provide any type of informed judgement.	Facing the wrong direction, demonstrating traits that do not accord with Christian character, resistant. Liability in leadership.	Facing the right direction with the right intentions, but it's still early in the process. Needs to demonstrate movement along the path. If there are many of these, it's probably not time to lead yet.	Definitely moving in the right direction and good progress has been made. Fitting for a leader who seeks God's grace for greater growth. Still needs to demonstrate ability to reflect and articulate gospel clarity as it relates to areas of growth.	Continued growth is evident and is combined with gospel-clarity in personal reflection. Able to articulate a gospel-centered understanding and point people to Jesus explicitly.

### Character Traits

Degree	Unknown	Concerning	Beginning	Maturing	Exemplary	Average
<i>Attitude and concern for holiness (3.46)</i>						
MA/DIV				5 (50%)	5 (50%)	3.5
BA	2 (9.52%)		1 (4.76%)	10 (47.62%)	8 (38.1%)	3.37
AA			1 (8.33%)	4 (33.33%)	7 (58.33%)	3.5
<i>Walks in God's forgiveness (3.66) <b>2<sup>nd</sup> highest</b></i>						
MA/DIV					10 (100%)	4
BA	2 (9.52%)			7 (33.33%)	12 (57.14%)	3.6
AA			1 (7.69%)	5 (38.46%)	7 (53.85%)	3.38
<i>Enjoys the freedom of being a new creation in Christ (3.34)</i>						
MA/DIV				5 (50%)	5 (50%)	3.5
BA	2 (9.1%)		3 (13.64%)	11 (50%)	6 (27.27%)	3.15
AA			1	6	6	3.38

<i>Demonstrates a need for God in daily living (3.71) Highest</i>						
MA/DIV				1 (10%)	9 (90%)	3.9
BA	2 (9.1%)		1 (4.55%)	6 (27.27%)	13 (59.1%)	3.6
AA		1 (7.69%)		2 (15.38%)	10 (76.92%)	3.62
<i>Experiences God's love and comfort in suffering (3.52)</i>						
MA/DIV				1 (10%)	9 (90%)	3.9
BA	2 (9.52%)		2 (9.52%)	7 (33.33%)	10 (47.62%)	3.42
AA		1 (8.33%)		6 (50%)	5 (41.67%)	3.25
<i>Demonstrates compassion for other people. (3.31) 2<sup>nd</sup> Weakest</i>						
MA/DIV				5 (50%)	5 (50%)	3.5
BA	2 (9.52%)		3 (14.29%)	9 (42.86%)	7 (33.33)	3.21
AA			2 (15.38%)	6 (46.15%)	5 (38.46%)	3.23
<i>Receives confrontation humbly (3.3) Weakest</i>						
MA/DIV				7 (70%)	3 (30%)	3.3
BA	4 (18.18%)		3 (13.64%)	10 (45.45%)	5 (22.72%)	3.28
AA		1 (7.69%)	3 (23.08%)	3 (23.08%)	6 (46.15%)	3.33
<i>Forgives others (3.47)</i>						
MA/DIV				1 (10%)	9 (90%)	3.9
BA	3 (14.29%)			12 (57.14%)	6 (28.57%)	3.33
AA	1 (7.69%)	1 (7.69%)	1 (7.69%)	5 (38.46%)	5 (38.46%)	3.17

Masters = 3.6875  
 Bachelors = 3.37  
 Associates = 3.3575

**Observations**

1. Overall averages (see bottom of page 2) are as expected with Master degree students scoring the highest and Associate degree students scoring the lowest (although AA is close to BA).
2. On all individual items (save one, “confrontation”) graduate students exceeded undergraduate students in level of maturity.
3. Bachelor and Associate students were often nearly equivalent one slightly exceeding the other on various items. The reason for this may be idiosyncratic (that is, we have a small number of students) and all age levels for both AA and BA students.
4. The strongest item (“daily need for God”) is highest for all three groups, AA, BA and Masters.
5. The weakest item (“confrontation”) demonstrates a similar level of weakness for all three groups.
6. Only a few (2 to 4) out of 44 were unknown. This demonstrates that student life staff have a good knowledge of our students by the time they graduate.