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.	Listens to concepts. Learning to identify strengths and challenges and/or reflecting to relate them to a vision for the future.
2	**Builds trust** among teammates by listening to and encouraging their contributions. **Appreciates the diversity and strengths** of others. Communicates and cooperates for the team's success. **Makes connection** between research and understanding of issues. Understands and demonstrates **consensus** through actions of **selecting an issue** of need.	Participates in activities to build trust among teammates. Listens to and shows respect for other team members' contributions. Shares what is learned from research and relationship to issues. Agrees with others on the selection of an issue.	Is a somewhat reluctant participant in trust activities. Takes on research assignments but is not clear on relationship to issues. Accepts selection of an issue.
3	Consistently **'achieves Big Goals,'** through project selection, a **"we can do it"** optimism, and creating a **vision for success. Maintains a leadership mindset** by recognizing a brand helps **solidify the members** as a unit/team. Demonstrates understanding of selecting active partners by seeking those most closely aligned with project goals.	Responds to enthusiasm of others by building on their ideas for project selection. Demonstrates team support through contributions to developing a brand that reflects the team message. Provides some recommendations for active partners that align to project goals.	Listens, but does not actively engage in discussion on project selection. Accepts final project branding plans and the partners to support the project.
4	Helps **define roles,** timelines and responsibilities. **Collaborates** to create results and **gains support** from others in the school and community. **Concisely** and clearly **communicates** the team's vision, and motivates others to **take action.** Seeks input from others, **personalizes connections** for others to be **involved** and **make a difference.**	Supports definition of roles, timelines and responsibilities. Understands the concept of "holding each other accountable" by accepting assigned roles, however is hesitant or not as enthusiastic to connect project goals to motivate others in the school and community to take action.	Participates by accepting assigned roles and responsibilities. Limited collaboration or looks to others to acquire possible supporters in the school and community.
5	Actively **inspires** targeted audiences to **take action** through preparing and disseminating focused messages. Understands the importance of **data and momentum** to keep **project** on track. Works with team to **reflect** on what worked and what did not, what **barriers** hindered success, and **changes** that were made.	Supports the team to prepare and advertise focused messages for others to take action. Recalls actions to reflect on what worked and what did not and what barriers hindered success and changes that were made.	Agrees with project and message for action. Allows others to take lead. Listens but provides little information to the discussion on what worked, what did not, and changes that were made.
6	Celebrates, **recognizes** and shows appreciation with personalized, individual notes to team members and supporters. Develops content and strategies to **share the story** of their **leadership journey.** Pursues **personal leadership growth** through **reflection** and is a **Service-Minded Individual.**	Prepares notes of appreciation to recognize team members and/or supporters. Contributes content and strategies to share the story of their leadership journey. Reflects on personal leadership growth and possible next steps. Understands benefits of service leadership.	Prepares some notes of appreciation as asked, but with limited personalization. Accepts content and strategies to share the story of their leadership journey. Continues to grow and recognize advantages of service leadership.