Worship Arts Intern Data 2015-2016

	Core Summer Ministry Team Members	All Participants in Summer Ministry Team
Student summer ministry team members will demonstrate the ability to function effectively as members of a worship team.	94%	98%
Student summer ministry team members will demonstrate the ability to effectively lead in worship.	85%	82%
Student summer ministry team members will maintain a positive attitude in the varied job roles they are given each day.	98%	93%
Student summer ministry team members will be able to articulate their faith in Jesus and what it means to be a Christian.	95%	96%

These percentages represent the percentage of students assessed as proficient or advanced.The target was for 75% of the students to be rated proficient or advanced. Target was met.

Teamwork Rubric

Definition

Teamwork is behaviors under the control of individual team members (effort they put into team tasks, their manner of interacting with others on team, and the quantity and quality of contributions they make to team discussions.)

Evaluators are encouraged to assign a zero to any work sample or collection of work that does not meet benchmark (cell one) level performance .

The purpose of this for is not to evaluate individual team members. No team member will ever see the results. The purpose is to evaluate the ability of the team to function well so that the Summer Ministry training and program can be improved.

Directions:
- **Do not put your own name anywhere on this form, the evaluations are to be anonymous.**
- **Please do write the name of the person you are evaluation here ………………………………._____**
- **Please fill out one copy of this for every person who was on a summer team with you.**

	Advanced	Proficient	Basic	Below Basic
Contributes to team meetings	Helps the team move forward by articulating the merits of alternative ideas or proposals.	Offers new suggestions to advance the work of the group.	Shares ideas but does not advance the work of the group.	Sits quietly in team meetings and does not contribute
Encourages members of the team	Actively seeks to find opportunities to encourage all members of the team.	Offers encouragement to all members of the team	Offers words of encouragement to friends	Does not offer word of encouragement to anyone
Individual contributions outside of team meetings	Completes all assigned tasks by deadline; work accomplished is thorough. Proactively helps other team members complete their assigned tasks.	Completes all assigned tasks by deadline; work accomplished is thorough.	Completes all assigned tasks by deadline.	Does not completes all assigned tasks by deadline.
Attitude	Demonstrates (comments, facial expressions, etc.) a negative attitude **rarely** and helps others to become more positive.	Demonstrates (comments, facial expressions, etc.) a negative attitude **rarely**.	Demonstrates (comments, facial expressions, etc.) a negative attitude **less** often than a positive attitude.	Demonstrates (comments, facial expressions, etc.) a negative attitude **more** often than a positive attitude.

Fosters constructive team climate	Supports a constructive team climate by doing **all** of the following: • Treats team members respectfully by being polite and constructive in communication. • Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work. • Motivates teammates by expressing confidence about the importance of the task and the team's ability to accomplish it.	Supports a constructive team climate by doing any **two** of the following: • Treats team members respectfully by being polite and constructive in communication. • Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work. • Motivates teammates by expressing confidence about the importance of the task and the team's ability to accomplish it.	Supports a constructive team climate by doing any **one** of the following: • Treats team members respectfully by being polite and constructive in communication. • Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work. • Motivates teammates by expressing confidence about the importance of the task and the team's ability to accomplish it.	Supports a constructive team climate by doing any **none** of the following: • Treats team members respectfully by being polite and constructive in communication. • Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work. • Motivates teammates by expressing confidence about the importance of the task and the team's ability to accomplish it.
Responds to conflict	Identifies and acknowledges conflict and acknowledges that relationships can be damaged. Seeks to restore relationships.	Identifies and acknowledges conflict and acknowledges that relationships can be damaged.	Identifies and acknowledges conflict but will not acknowledge that relationships can be damaged.	Will not acknowledge that conflict has occurred or that relationships can be damaged.

Summer Music Team Assessment
Summer 2015-2016

The teamwork rubric is used to assess the following two learning outcomes:
- Student summer ministry team members will demonstrate the ability to function effectively as members of a worship team (c, d)
- Student summer ministry team members will maintain a positive attitude in the varied job roles they are given each day (c, d)

The elements of the rubric for each outcome:

- Student summer ministry team members will demonstrate the ability to function effectively as members of a worship team (c, d)
  - Contributes to team meetings
  - Encourages members of the team
  - Individual contributions outside of the team
  - Fosters a constructive team climate
  - Deals well with Conflict
- Student summer ministry team members will maintain a positive attitude in the varied job roles they are given each day (c, d)
  - Attitude
  - Fosters constructive team climate

- Student summer ministry team members will be able to articulate their faith in Jesus and what it means to be a Christian. (a)

All Measured: Annually at close of summer.

Summary Data Summer Ministry Teams
Summer 2015-2016

	1	2	3	4	5	6	7	8	Percent over 3
Contributes to team meetings	3.71	3.86	2.71	3.14	3.57	3.14	3.29	3.71	88%
Encourages members of the team	3.14	3.86	3.14	3.14	2.57	3.71	3.71	3.29	100%
Individual contributions outside of the team	4.00	3.71	3.43	3.29	3.57	3.57	3.71	3.71	100%
Attitude	3.57	3.29	3.86	2.71	3.14	2.86	3.86	3.86	88%
Fosters constructive team climate	3.71	3.86	3.43	3.29	3.43	3.57	3.86	3.86	100%
Conflict	3.43	3.71	3.43	3.86	3.29	3.71	3.57	3.29	100%

The students met the criteria for success since the expectation was that 75% or more of the team members would be at an average of 3 or more in each item.

V2015-2016