

## Resident Minister Rubric: Direct Observation Assessment by Supervisors

Name of Supervisor completing this form:

Name of Resident Minister (RM):

Residence Halls they serve:

Goal	Needs Development	Developing	Competent (GOAL)	Exemplary
<p><b>The RM has made him/herself available, approachable, and pastoral.</b> (Pastoral means someone who is caring, concerned and provides a safe space for students).</p>	<p>RM has not developed a meaningful rapport with students or shown evidence of interaction.</p>	<p>RM has developed relationships with a few RAs or a few students but has not gone beyond his/her immediate surroundings.</p>	<p>RM is known beyond his/her hall and has had significant and meaningful programs and discussions with a variety of students and RA staff.</p>	<p>RM is sought after for his/her area(s) of expertise and his/her pastoral nature.</p>
<b>Evidence:</b>				
<p><b>The RM has helped students to explore their spiritual lives.</b></p>	<p>RM has not had a significant spiritual conversation or program with students.</p>	<p>RM has offered an experience of prayer/reflection.</p>	<p>RM has offered ongoing experiences for prayer/reflection in which students are participating, and/or has had one-on-one prayer experiences with students.</p>	<p>RM has a program that is sustained, ongoing, and attracting new students.</p>
<b>Evidence:</b>				

GOAL	Needs development	Developing	Competent (Goal)	Exemplary
<p><b>RM has become comfortable leading prayer and reflection.</b></p>	<p>RM is reluctant and uncomfortable leading prayer in front of people.</p>	<p>RM is comfortable leading reflection with people who know them and whom they know, but not comfortable in front of large groups.</p>	<p>RM sees him/herself as a leader of reflection/prayer and does so regularly.</p>	<p>RM is recognized and thought of by others as an articulate and poised presence during prayer/reflection.</p>
<p><b>Evidence:</b></p>				
<p><b>RM has been a helpful and valuable member of the Campus Ministry staff.</b></p>	<p>RM does not see him/herself as part of the Campus Ministry team and is not regarded as a team member.</p>	<p>RM comes to essential and mandatory functions only.</p>	<p>RM volunteers to take on projects where needed and shows a passion for pastoral ministry.</p>	<p>RM has taken ownership in an area of ministry that is necessary and needed.</p>
<p><b>Evidence:</b></p>				
<p><b>RM has provided a variety of programs in the halls with RAs.</b></p>	<p>RM has not collaborated with RA in Residence Halls.</p>	<p>RM has teamed with a few RAs for an occasional program in the halls.</p>	<p>RM has collaborated with RAs at least 4-5 times per semester.</p>	<p>RM has the reputation of providing excellent hall programming with the RAs.</p>
<p><b>Evidence:</b></p>				

