

## Example – using a rubric to save time in marking and providing feedback

	HD	DI	CR	PS	FL
<b>Critical reflection</b> on management challenges  60 marks	Provides a concise, evidence-based <i>reflective</i> and <b>critical</b> discussion of two significant management challenges which synthesises theory from a diverse range of relevant, credible, current, and traceable sources to build a personal, compelling argument for potential solutions.	Provides an evidence-based <i>reflective</i> and <b>critical</b> discussion of two <i>significant</i> management challenges which synthesises theory from a <b>diverse range of relevant, credible, current, and traceable sources</b> to <i>build a personal, persuasive argument</i> for potential solutions.	Provides a <b>critical</b> discussion of two common management challenges which uses <b>personal experience and theory</b> from a range of relevant, credible, current, and traceable sources <b>to explain potential solutions.</b>	Provides a <b>critical</b> discussion of two management challenges, occasionally referring to relevant <i>personal</i> experience and theory from a number of relevant, credible, and traceable sources.	Does not meet the standards required for a Pass.
<i>Ensure all other content criteria and performance descriptors identify expectations unambiguously and are aligned to learning outcomes and task instructions.</i>					
Academic writing  20 marks	Language features and structures are used to convey meaning effectively, unambiguously, concisely, and in a tone appropriate to the audience and purpose with <b>few spelling, grammatical, or punctuation errors.</b>	Language features and structures are used to <i>convey meaning effectively</i> , unambiguously, and in a tone appropriate to the audience and purpose with occasional minor spelling, grammatical, or punctuation errors.	<b>The meaning is apparent to the reader, although text contains minor errors in spelling, grammar, punctuation, word choice, and/or structure, and lacks clarity occasionally.</b>	The meaning is apparent to the reader with some effort, despite frequent and/or intrusive errors in spelling, grammar, punctuation, word choice, and/or structure.	Does not meet the standards required for a Pass.
Referencing and academic integrity  20 marks	Referencing is comprehensive, conforms exactly to APA (7th ed.) style conventions, and demonstrates academic integrity.	<b>Referencing is comprehensive and conforms to the conventions of APA (7th ed.) style. Fewer than three minor errors or omissions in formatting have no impact on the transparency and traceability of the source, or the demonstration of academic integrity.</b>	Referencing is comprehensive and mostly accurate according to the conventions of APA (7th ed.) style. Up to eight minor errors or omissions in formatting have no impact on the transparency and traceability of the source, or the demonstration of academic integrity.	Referencing is comprehensive and mostly accurate according to the conventions of APA (7th ed.) style. Frequent minor errors or omissions in formatting have no impact on the transparency and traceability of the source, or the demonstration of academic integrity.	Does not meet the standards required for a Pass.

**Grade = 43 + 15 + 19 = 77 CR**

Although the discussion of your chosen challenges critically reviewed all relevant aspects and perspectives, the challenges themselves were not particularly significant in the current economic climate (see Chapter 2 in the text) and there was little reflection on the personal impact they had on your managerial role. Reflection should go further than simply relating events; it should also detail your growth in understanding and identify how the experience will inform your future practice. Without these elements, your explanation of potential solutions was not very persuasive. You write fairly accurately, but some unusual word choices and spelling errors affected my understanding on occasion. It may be helpful to submit a draft of your next paper to [Studiosity](#) for feedback on ways to improve your writing.

Note that a well-designed rubric can be used to proactively create a comments bank to address likely content issues prior to the commencement of marking. Comments related to writing and referencing can be copied and pasted from the [Academic Literacy Comments Bank](#) or NORFOLK.