

The Commitment Badge Rubric: Montgomery College Transfer Academy

Competency	Competent (2 points)	Evidence of Competency	Accomplished (3 points)	Evidence of Accomplishment
Organizational Navigation <i>Definition:</i> A leadership competency that includes knowledge, skills, and abilities needed to navigate an organization (Strobel, 2016), a system, or an institution (Yosso, 2005).	Demonstrate a basic understanding of what information is needed in order to make a successful attempt to transfer to a four-year institution and an effort to gain this information through advising and personal research.	1. Submission of a list, table, or other illustration of what one has learned about transfer across 3-4 areas of the transfer process.* 2. Evidence of at least one 1-on-1 session with an academic or transfer counselor. 3. A self-developed table or spreadsheet comparing three potential transfer options.	Demonstrate an advanced understanding of what information is needed in order to make a successful attempt to transfer to a four-year institution and an effort to gain this information through advising and personal research.	1. Submission of a list, table, or other illustration of what one has learned about transfer across 5 or more areas of the transfer process.* 2. Evidence of at least one 1-on-1 session with an academic or transfer counselor. 3. A self-developed table or spreadsheet comparing more than three potential transfer options.
Resilience <i>Definition:</i> Being able to adapt and function in a healthy positive way after experiencing adversity (Southwick, Bonanno, Masten, Panter-Brick, & Yehuda, 2014), including the ability to use resources to adapt and ensure well-being and growth at work (Kuntz, Malinen, & Näswall, 2017).	Describe one's resiliency with a personal example of overcoming adversity.	A written, recorded, or visual representation (e.g., graph, table, or image board) of oneself facing and overcoming adversity.	Describe one's resiliency with a personal example of overcoming adversity plus a concrete plan to do so after transfer.	A written, recorded, or visual representation (e.g., graph, table, or image board) of oneself facing and overcoming adversity PLUS a reflection on how one will leverage available resources to overcome an anticipated challenge after transfer.
Adaptability <i>Definition:</i> Being able to respond to pivot and flourish in an environment of fast and persistent change (Konstant, 2020). This includes being able to adapt to a new environment or institution.	Show understanding of how one has adapted to college life or will adapt after transfer to a new institution.	Narrative description (written or recorded) of at least one example of an action taken to join an organization, project, or event that helped to establish oneself as a member of the college community or an action one plans to take after transferring.	Show understanding of how one has adapted to college life AND will adapt after transfer to a new institution.	Narrative description (written or recorded) of at least one example of an action taken to join an organization, project, or event that helped to establish oneself as a member of the college community AND an action one plans to take after transferring.
Initiative <i>Definition:</i> Identifying what needs to be done and doing it before being asked or before the situation requires it (Cripe, 2002).	Demonstration of a self-developed plan for successfully completing the transfer process OR adjustment at the receiving institution.	Submission of a Transfer Plan that includes either the steps for applying to potential transfer institutions OR steps one will take after transfer to assure a smooth adjustment.	Demonstration of a self-developed plan for successfully completing the transfer process AND adjustment at the receiving institution.	Submission of a Transfer Plan that includes the steps for applying to potential transfer institutions AND steps one will take after transfer to assure a smooth adjustment.

*Competencies based on skills identified in the literature as critical for academic and employment success. They align with the competencies outlined in the work of Yosso (2005) regarding her theory of Community Cultural Wealth, which encompasses various forms of capital, including navigational capital (systems navigation), social capital (adaptability), and aspirational capital (resilience and initiative). This work is licensed under a Creative Commons Attribution License CC BY 4.0.

*Areas of the transfer process include credit transfers, articulation agreements, transfer requirements for a major or an institution, transfer resources, school demographics, etc.