



Creating a Holistic Rubric

STEP 1 – Identify the performance criteria

Identify all the criteria (skills and abilities) students need to demonstrate in order to achieve the learning outcome.

An oral presentation, for example, can have more than one criterion—organization, content, language, audience, etc.

Performance Criteria

4 Excellent:	The speech demonstrates thorough and accurate knowledge of the subject matter. Key points are well organized. Eye contact is made throughout the presentation, and gestures are effectively used to emphasize important points. The speaker is articulate and uses memorable language that is grammatical correct. The visual aid is correct and concise and is used to make the presentation more effective. Questions from the audience are clearly answered with specific and appropriate information.
3 Adequate:	The speech demonstrates accurate knowledge except in minor details. Organization is, for the most part, effective. Eye contact is made throughout most of the presentation and some gestures are used to provide emphasis. The speaker uses clear language that is grammatically correct. The visual aid is correct but may not be used to add to the presentation. Questions from the audience are answered with basic responses.
2 Limited:	The speech demonstrates some knowledge of the topic, but there are inaccuracies in important details. Organization is inadequate and ineffective. Limited eye contact is made, and although a few gestures may be used, they are not tied to points of emphasis. Language is somewhat vague and may contain some grammatical errors. The visual aid is mentioned, but it is not clearly tied to the presentation. Answers to questions from the audience are basic and are often unclear or ineffective.
1 Poor:	The speech demonstrates little to no knowledge of the subject. There is no discernable organization. Speaker does not make eye contact with the audience, and no gestures are used. Language is confusing and contains many grammatical errors. There is no visual aid or it is not mentioned. Questions from the audience are answered ineffectively or are not answered.

Ohio Department of Education. (n.d.). *Holistic rubric example: Oral Presentation* [PDF file]. Retrieved from <http://education.ohio.gov/getattachment/Topics/Teaching/Educator-Evaluation-System/How-to-Design-and-Select-Quality-Assessments/HO9-Holistic-Rubric-Example.pdf>

STEP 2 – Decide on levels of achievement

Decide on the possible achievement levels that students can obtain in their performance.

Completed work samples may fall into different categories—Excellent, Adequate, Limited, Poor.

Levels of
achievement

Holistic Rubric Example: Oral Presentation

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STEP 3 – Write an overall description

Write a comprehensive description that explains how students demonstrate the learning outcome for each level of achievement.

Holistic Rubric Example: Oral Presentation

Overall
achievement

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STEP 4 - Pretest the rubric

Use the rubric to evaluate some samples of completed assignments. Revise where necessary to ensure that the rubric is meeting the intended goal/s as determined in Step 1.

Share the rubric with colleagues and ask them to provide feedback for improvement.

