

Project Rubric

Team:

Project: Bread and Roses

Essential Question: What is the relationship between a free labor movement and democracy?

Product: A collective bargaining process

<p>English 40 pts</p>	<ul style="list-style-type: none"> Notes and discussion in preparation for the negotiation relate at least one category of workplace rules or conditions depicted in <i>The Jungle</i> to items in the bargaining proposal. Preparation documents and final report are incomplete, and may show many errors of language use, possibly causing comprehension issues in some instances. Use basic vocabulary and sentence structures only. 	<ul style="list-style-type: none"> Notes and discussion in preparation for the negotiation relate at least two categories of workplace rules or conditions depicted in <i>The Jungle</i> to items in the bargaining proposal. Preparation documents and final report are clearly written, with attention to grammar, spelling, punctuation and format, but may contain some errors that don't cause comprehension issues. Documents use basic vocabulary in places where project-related vocabulary is more fitting, in most cases. 	<ul style="list-style-type: none"> Notes and discussion in preparation for the negotiation relate at least two categories of workplace rules or conditions depicted in <i>The Jungle</i> to items in the bargaining proposal, showing a clear and developed understanding of the labor issues related through the story. Preparation documents and final written report are clear, concise and show complexity and precision in their use of language and project-related vocabulary.
	Resubmit ----- 25 ----- 27	28 ----- 31 ----- 34	35 ----- 37 ----- 40
<p>Social Studies 40 pts</p>	<ul style="list-style-type: none"> Notes in preparation for the negotiation compare two or fewer of your bargaining issues (wages, health and safety, "career ladder", medical insurance, child care, etc.) with historic labor struggles related to these issues, citing similarities and differences. Notes in preparation for the negotiation contain analysis of fewer than three historic primary sources (letters, official statements, photos, oral histories, etc.) and/or these primary sources are not relevant to your topic or do not bolster your argument. Final report gives historical context for this negotiation that provides an overview of the history and role of unions that is inaccurate or too brief. The Knights of Labor, IWW, and AFL-CIO are not mentioned or connected to your negotiation. 	<ul style="list-style-type: none"> Notes in preparation for the negotiation compare at least three of your bargaining issues (wages, health and safety, "career ladder", medical insurance, child care, etc.) with historic labor struggles related to these issues, citing similarities and differences. Notes in preparation for the negotiation contain analysis of at least three historic primary sources (letters, official statements, photos, oral histories, etc.) which will be used as evidence in your bargaining session to provide historical context and precedent for your argument. Final report gives historical context for this negotiation that provides a relevant overview of the history and role of unions in the United States. The Knights of Labor, IWW, and AFL-CIO are mentioned and connected to your negotiation. Final report discusses the concept of 	<ul style="list-style-type: none"> Notes in preparation for the negotiation compare at least four of your bargaining issues (wages, health and safety, "career ladder", medical insurance, child care, etc.) with historic labor struggles related to these issues, citing similarities and differences. Notes in preparation for the negotiation contain analysis of at least four historic primary sources (letters, official statements, photos, oral histories, etc.) which will be used as evidence in your bargaining session to provide historical context and precedent for your argument. The primary sources are thoughtfully analyzed and contextualized, and are integrated into your argument. Final report gives historical context for this negotiation that provides a relevant overview of the history and role of unions in the United States. The Knights of Labor, IWW, and AFL-CIO, <i>as well as one other</i> relevant labor organization are mentioned and connected to your negotiation. Final report discusses the concept of

	<ul style="list-style-type: none"> Final report discusses economic justice, but your side's understanding of it is not very well developed, or too general to be of use to your argument. 	<p>economic justice, making a case for why aspects of your side's proposal are economically just and why the other side's are not.</p>	<p>economic justice, making a case for why aspects of your side's proposal are economically just and why the other side's are not. Historical precedents (examples) are cited linking the concept of economic justice to an historic labor struggle as well as your collective bargaining simulation.</p>
	Resubmit ----- 25 ----- 27	28 ----- 31 ----- 34	35 ----- 37 ----- 40
Information Literacy 40 pts	<ul style="list-style-type: none"> Notes in preparation for negotiation indicate 2 or fewer legislative acts related to issues in the bargaining proposals. Team identifies at least one other potential issue for negotiation, but without providing a rationale for it. Meeting notes may include several instances of inaccurate or irrelevant summary of key ideas presented in the other side's proposal. 	<ul style="list-style-type: none"> Notes in preparation for negotiation indicate at least 3 legislative acts related to issues in bargaining proposals. Team identifies at least one other potential issue for negotiation, and provides a rationale for it. Meeting notes provide a mostly accurate summary of some key ideas presented in the other side's proposal. 	<ul style="list-style-type: none"> Notes in preparation for negotiation indicate at least 4 legislative acts related to issues in the bargaining proposals. Team identifies at least two other potential issues for negotiation, and provide a rationale for them that are logical and reasonable. Meeting notes provide an accurate and complete summary of all key ideas presented in the other side's proposal.
	Resubmit ----- 25 ----- 27	28 ----- 31 ----- 34	35 ----- 37 ----- 40
Critical Thinking & Innovation 40 pts	<ul style="list-style-type: none"> Team demonstrates a lack of understanding in several instances during the negotiation about its source of power, and poorly integrates ideas related to it in its arguments. Team uses stock responses to represent itself and ideas about collective actions at the bargaining table. Team caucuses result in decisions that misrepresent or align poorly with the interests of its side, and little explanation or context is offered as rationale. Planning documents and verbal proposals contain several terms that would be considered unreasonable or exaggerated, and may not be based on info. from the "Fact Sheet." Final report shows little synthesis of ideas from the decisions or points made during the 	<ul style="list-style-type: none"> Team understands and documents its side's (union vs. management) source of power in the negotiation, and integrates these ideas in its supporting arguments at least once for each issue during negotiation. Team thinks creatively about collective actions and statements made at the bargaining table. Team caucuses result in decisions that represent the collective interests of those they represent, but decisions need more explanation and careful reason. Planning documents and verbal proposals demonstrate reasonable terms for negotiation, and are based somewhat on info. found in the "Fact Sheet," but from other sources as well. Final report shows some synthesis of ideas from decisions or points from the negotiation, but logic or correlation between ideas is lacking in places. 	<ul style="list-style-type: none"> Team understands and documents its side's (union vs. management) source of power in the negotiation, and integrates these ideas fully in several instances in the supporting arguments during the negotiation. Team thinks creatively about collective actions and statements made at the bargaining table, demonstrating critical consideration of the other side's proposed items. Team caucuses result in decisions that best represent the collective interests of those they represent, and decisions can be explained accordingly. Planning documents and verbal proposals demonstrate a reasonable and critically prioritized set of negotiating terms, based uniquely on info. from the "Fact Sheet." Final report synthesizes decisions and points from the negotiation logically, reasonably, and smoothly.

	negotiation.		
	Resubmit ----- 25 ----- 27	28 ----- 31 ----- 34	35 ----- 37 ----- 40
Communication 40 pts	<ul style="list-style-type: none"> Some team members take on the role as spokesperson for issues in each round of negotiation, but without clear dominance or ability to offer necessary supporting reasons/ideas on the issues. A final report is skeletal or lacking altogether, and/or its delivery to the audience is weak and poorly organized. Team spokespersons often hesitate, are unclear, or avoid direct eye contact with others at the negotiating table, and a persuasive tone may be lacking altogether. Team moderator misses most opportunities to facilitate the team's presentation and ask for questions and/or discussion. Process needs are largely unmet due to the lack of facilitation. Ground rules are often ignored during the negotiation by more than one member. 	<ul style="list-style-type: none"> Each team member acts as the spokesperson for one issue in every round of negotiations, with a dominant role at least some of the time in presenting his/her issues during each round of proposals. Supporting reasons, the cost, and the mathematical calculations are referenced in some of the rounds. A final report is presented orally, but volume, speed and general delivery are not optimal for the audience. Some but not all team spokespersons speak clearly and directly to others at the negotiating table, with a clear and persuasive tone. Team moderator facilitates the team's presentation of their proposal package, and asks for questions and discussion some of the time, but misses opportunities at times to address process needs that are easily recognized. Team members adhere to the established ground rules for the negotiation most of the time, with isolated exceptions by one or more members. 	<ul style="list-style-type: none"> Each team member acts as the spokesperson for one issue in every round of the negotiations, with a dominant role in presenting his/her issues clearly and concisely during each round of the proposals, together with the supporting reasons, the cost and the mathematical calculations included in the discussion. A final report is presented orally, with clear and concise articulation, so that all audience can hear and understand. Every team spokesperson speaks clearly and directly to others at the negotiating table, with a clear and persuasive tone. Team moderator effectively facilitates the team's presentation of their proposal package, asks for questions and discussion, and calls for the team caucuses in a way that shows careful attention to the needs and process. Team members all adhere to the established ground rules for the negotiation.
	Resubmit ----- 25 ----- 27	28 ----- 31 ----- 34	35 ----- 37 ----- 40
Collaboration 40 pts	<ul style="list-style-type: none"> Team is unable to articulate or is missing a shared purpose. Some team members demonstrate lack of understanding of the task. A lack of effective communication and a weak accountability process cause gaps in work or common understanding in the group. Work ethic guidelines are vague and/or insufficient to ensure a successful product. Mutual support amongst team members is lacking. 	<ul style="list-style-type: none"> Team establishes a shared purpose to the project All team members understand the task Two-way communication is evident An accountability process is established Team establishes clear work ethic guidelines of a successful team People are encouraged to express their ideas Contract references all collaboration bullets. 	<ul style="list-style-type: none"> All members can answer what they hope to learn from this project as a team in a clear concise statement that reflects commitment to new learning. All team members accept the group's task Accountability process is used once decisions are made. Team holds team members accountable for violating agreed upon guidelines. People are encouraged to express their feelings. Contract is created to ensure success of all collaboration bullets.

	Resubmit ----- 25 ----- 27	28 ----- 31 ----- 34	35 ----- 37 ----- 40
--	----------------------------	----------------------	----------------------