

## Online Appendix. Rubric for Evaluating Indicators of Student Commitment

Variable	Does not meet expectations (0)	Meets expectations (1)	Exceeds expectations (2)
<b>A: Cooperative goal setting</b>			
A1. There is a formal process for goal setting			
A2. The process is perceived to be fair			
A3. There is a discussion of individual motivations before deciding on the overall team task			
A4. Ability to solve disputes			
<b>B: Goal achievement and tracking</b>			
B1. Team members know what tasks are being worked on			
B2. Team members can request support from each other			
B3. Proactive stance on goal tracking			
B4. Process to track and re-allocate workload in case of issues			
<b>C: Effective communication</b>			
C1. Team has default communication channels			
C2. Team members know how to reach all other members in a timely manner			
C3. Communication is efficient and supports team activities			
C4. Communicating status and issues has no single point of failure (e.g. mail forwards and updates by one team member)			
<b>D: Level of collaboration</b>			
D1. Team members work towards shared goals			
D2. Team members also work cooperatively towards goals			
D3. Team recognizes learning goals as valid goals			
D4. Team members collaborate (support each other in achieving learning goals)			