

Rubric for Individual Peer Evolution: Will

Criteria	1 – Below Expectation	2 – Meets Expectation	3 – Exceeds Expectation
Technical Contribution & Code Quality			3
Problem-Solving & Initiative			3
Collaboration & Communication			3
Documentation & Knowledge Sharing			3
Professionalism & Ethics			3
Time Management & Reliability			3

Tyler

Criteria	1 – Below Expectation	2 – Meets Expectation	3 – Exceeds Expectation
Technical Contribution & Code Quality			3
Problem-Solving & Initiative			3
Collaboration & Communication			3
Documentation & Knowledge Sharing			3
Professionalism & Ethics			3
Time Management & Reliability			3

Danny

Criteria	1 – Below Expectation	2 – Meets Expectation	3 – Exceeds Expectation
Technical Contribution & Code Quality			3
Problem-Solving & Initiative		2	
Collaboration & Communication			3
Documentation & Knowledge Sharing			3
Professionalism & Ethics			3
Time Management & Reliability			3

Dakota (Just Joined, no opinion yet)

Criteria	1 – Below Expectation	2 – Meets Expectation	3 – Exceeds Expectation
Technical Contribution & Code Quality			
Problem-Solving & Initiative			
Collaboration & Communication			
Documentation & Knowledge Sharing			
Professionalism & Ethics			
Time Management & Reliability			

Steve

Criteria	1 – Below Expectation	2 – Meets Expectation	3 – Exceeds Expectation
Technical Contribution & Code Quality			3
Problem-Solving & Initiative			3
Collaboration & Communication			3
Documentation & Knowledge Sharing			3
Professionalism & Ethics			3
Time Management & Reliability			3

Belek

Criteria	1 – Below Expectation	2 – Meets Expectation	3 – Exceeds Expectation
Technical Contribution & Code Quality		2	
Problem-Solving & Initiative		2	
Collaboration & Communication			3
Documentation & Knowledge Sharing			3
Professionalism & Ethics			3
Time Management & Reliability			3

1. Technical Contribution & Code Quality

What to assess?

- **Individual Code Contributions:** Quantity, complexity, and significance of the code they wrote.
- **Quality and Maintainability:** Readable, well-structured code that follows consistent naming, formatting, and best practices.
- **Knowledge of Tools and Technologies:** Effective use of relevant frameworks, libraries, version control, etc.

2. Problem-Solving & Initiative

What to assess?

- **Independence and Drive:** Proactivity in tackling challenging tasks or research.
- **Resourcefulness:** Ability to find solutions to roadblocks (e.g., looking up documentation, seeking help appropriately).
- **Innovation:** Bringing creative ideas or improvements beyond the project's baseline requirements.

3. Collaboration & Communication

What to assess

- **Team Interaction:** Participation in meetings, responsiveness in group chats, willingness to help peers.
- **Communication Clarity:** Clearly expressing ideas, providing constructive feedback, and updating the team on progress or challenges.
- **Conflict Resolution:** Handling disagreements professionally, being open to compromise, or stepping up to facilitate resolutions.

4. Testing & Quality Assurance (QA)

What to assess

- **Individual Testing Efforts:** Writing unit tests or integration tests for their code.
- **QA Contributions:** Bug-finding, reporting, and helping fix issues that go beyond their own code (peer testing).
- **Attention to Detail:** Thoroughness in verifying functionality and ensuring the overall product quality.

5. Documentation & Knowledge Sharing

What to assess

- **Clarity of Documentation:** Well-commented code, wiki pages, or guides for the features they built.
- **Sharing Know-How:** Helping teammates understand complex parts of the code, giving demos, or writing clear instructions.
- **Keeping Artifacts Up-to-Date:** Ensuring their portion of the design documents or README is accurate as changes occur.

6. Professionalism & Ethics

What to assess

- **Integrity and Accountability:** Honesty about work progress, respecting deadlines, and adhering to coding standards.
- **Respect and Inclusivity:** Encouraging a positive environment, respecting diverse perspectives.
- **Ethical Considerations:** Handling data responsibly, following license rules for third-party libraries, avoiding plagiarism.

7. Time Management & Reliability

What to assess

- **Meeting Commitments:** Completing assigned tasks on time or communicating delays effectively.
- **Responsiveness:** Quickly addressing team queries or issues, and being available for scheduled meetings.
- **Consistent Effort:** Maintaining steady progress rather than last-minute rushes.

Rating Descriptions (Example)

- **1 (Below Expectations):** Rare or minimal contributions; frequent errors or missed deadlines; poor communication.
- **2 (Meets Expectations):** Consistently delivers expected work; generally follows best practices; communicates regularly.
- **3 (Exceptional):** Provides significant, high-impact contributions; excellent code quality with minimal errors; proactively supports team members and drives innovation.

