



## RISE Health Science Education Innovation (HSEI) Competency Development Rubric

The *RISE Health Science Education Innovation (HSEI) Competency Development Rubric* is used to assess seven competencies essential to personal and professional development in health science education innovation. This rubric guides RISE funding decisions; and for innovators, is used to assess HSEI competency.

Competency	Rubric
<b>Creativity</b>	<p><b>1—Remedial</b> The innovator relies heavily on traditional approaches or practices that fail to generate new ideas, alternatives, and possibilities.</p> <p><b>2—Emerging</b> The innovator explores traditional and novel approaches from within own discipline to generate new ideas, alternatives, and possibilities.</p> <p><b>3—Developing</b> The innovator generates a combination of traditional and novel approaches across different disciplines to generate new ideas, alternatives, and possibilities.</p> <p><b>4—Excelling</b> The innovator applies novel approaches from across different disciplines to generate new ideas, alternatives, and possibilities.</p>
<b>Critical Thinking</b>	<p><b>1—Remedial</b> The innovator fails to use evidence, context, or methods to inform decision-making</p> <p><b>2—Emerging</b> The innovator uses evidence, context, and methods to inform decision-making but does not account for new information.</p> <p><b>3—Developing</b> The innovator applies evidence, context, and methods to inform decision-making but fails to account for new information.</p> <p><b>4—Excelling</b> The innovator integrates and synthesizes evidence, context, and methods with new information to inform decision-making.</p>
<b>Initiative</b>	<p><b>1—Remedial</b> The innovator fails to identify strategies for developing, assessing, and operationalizing ideas that overcome real and perceived constraints.</p> <p><b>2—Emerging</b> The innovator considers strategies for developing, assessing, and operationalizing ideas, but allows constraints to stifle advancing ideas.</p> <p><b>3—Developing</b> The innovator creates new strategies for developing, assessing, and operationalizing ideas, but allows constraints to stifle advancing ideas.</p> <p><b>4—Excelling</b> The innovator pushes through constraints to implement, assess, and operationalize ideas that foster positive change.</p>
<b>Intelligent Risk-Taking</b>	<p><b>1—Remedial</b> The innovator struggles to identify the benefits and disadvantages of actions and/or choices to inform calculated risks.</p> <p><b>2—Emerging</b> The innovator identifies benefits and disadvantages of actions and/or choices but does not use to inform calculated risks.</p> <p><b>3—Developing</b> The innovator considers benefits and disadvantages of actions and/or choices to inform calculated risks.</p> <p><b>4—Excelling</b> The innovator weighs benefits and disadvantages of actions and/or choices to inform calculated risks.</p>
<b>Intellectual Curiosity</b>	<p><b>1—Remedial</b> The innovator fails to explore unknown aspects of an idea or challenge own g perspectives and explanations.</p> <p><b>2—Emerging</b> The innovator responds to questions regarding unknown aspects of an idea but does not use this information to revisit existing perspectives and explanations.</p> <p><b>3—Developing</b> The innovator asks questions that explore unknown aspects of an idea and uses the information to revisit existing perspectives and explanations.</p> <p><b>4—Excelling</b> The innovator asks thought-provoking questions that challenge existing perspectives to transform perspectives and explanations.</p>



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<b>Teamwork</b>	<p><b>1—Remedial</b> The innovator fails to engage with existing innovation network and limits collaboration to existing team members.</p> <p><b>2—Emerging</b> The innovator engages with some of the existing innovation network but limits collaborations to existing colleagues from own discipline.</p> <p><b>3—Developing</b> The innovator engages with most of the existing innovation network and collaborates with individuals from across different disciplines.</p> <p><b>4—Excelling</b> The innovator actively engages with a broad innovation network and individuals from across different disciplines to generate unique ideas and solutions.</p>
<b>Visioning</b>	<p><b>1—Remedial</b> The innovator is unable to envision the desired future state.</p> <p><b>2—Emerging</b> The innovator considers the desired future state but does not provide sufficient detail to determine if it has been achieved.</p> <p><b>3—Developing</b> The innovator uses the desired future state to outline a plan with sufficient detail to determine if it has been achieved.</p> <p><b>4—Excelling</b> The innovator achieves desired future state and sufficiently explains how and why it was achieved.</p>