# Individual Development Plan Rubric

## Purpose

The purpose of the Individual Development Plan assignment is to:

- Provide the opportunity for you to take personal responsibility for your development by helping you reflect on where you are and where you want to go for this term and beyond;
- Enhance your capability to have stronger conversations between you and your mentors (internship site supervisor and Academic Program Advisor) to guide your professional development;
- Serve as a self-developed framework for learning and action this semester by assessing personal strengths, weaknesses, opportunities and threats.

## Category | Target | Acceptable | Unacceptable
--- | --- | --- | ---
**Discussion of Future 3-5 Year Academic and Professional Plans** | Student clearly discusses and explains motivations behind professional, academic, and personal plans for his/her immediate future (3-5 years). | Student identifies but does not explain motivations behind professional, academic, and personal plans for his/her immediate future (3-5 years). | Student identifies some professional, academic, and personal plans for his/her immediate future (3-5 years). |
**Reflection on Benefit of Academic Internship Program Experience** | Student clearly and thoughtfully discusses ways in which this academic internship program experience will help him/her achieve future plans and address SWOT Analysis. | Student identifies general ways in which this academic internship program experience will help him/her achieve future plans or SWOT Analysis. | Student does not discuss benefits of this academic internship program experience. |
**Discussion of SWOT Analysis** | Student thoroughly reflects on his/her strengths and areas for improvement based on SWOT analysis in relation to future plans. Student demonstrates high level of thoughtfulness, honesty, and insight. | Student lists various elements of SWOT analysis and connects some of them to future plans. Student shows a moderate level of thoughtfulness, honesty, and insight. | SWOT analysis is incomplete or completely unrelated to future plans. Student demonstrates little insight or thoughtfulness. |
**Writing Style and Format** | Student’s writing is clear, concise, and well organized. The correct format is used. The document has no spelling or grammar errors. | Student’s writing is clear and concise. The correct format is used. The document contains a few minor spelling or grammar errors. | Student’s writing is unclear and full of errors, making the document difficult to read. The correct format is not used. |