VTS Certified Facilitator Rubric	NOVICE	PRACTICED	CERTIFIED
Elements	Facilitation misses most opportunities for VTS wording and timing of questions. Points infrequently and/or without precision. Paraphrasing inconsistent, incomplete and/or questionable accuracy. Missed opportunities for conditional language. Expresses favor for some ideas over others. Linking and/or framing absent from facilitation.	Facilitation demonstrates understanding of VTS wording and timing of questions. Wording might be inconsistent. Intentional pointing could be inconsistent. Facilitator paraphrases with conditional language & finds opportunities to incorporate new vocabulary. Possibly expresses favor for one comment over another – disrupting intended inclusive environment. Facilitator might link ideas that converge/diverge. Framing occurs at times, possibly unintentionally.	Facilitation reflects strong understanding of VTS wording and timing of questions. Pointing is accurate and in support of group looking, engagement & common understanding. Paraphrasing incorporates all elements with skill and intention. All comments are paraphrased with conditional language &, when appropriate, placed within the context of the discussion with linking and framing. Questions are used with accuracy and with the intention of expanding depth and breadth of the discussion.
Reflection & Understanding	Facilitator shows little awareness of process. The discussion does not demonstrate understanding of methodology or intention. Written discussion reflection not actionable.	Facilitator demonstrates some awareness of the environment they control in a VTS discussion. Considerations could include: making sure group can see the image, eye contact, inviting disposition, allowing a diversity of voices to be heard. In discussion reflection, facilitator identifies insignificant or low priority elements of potential growth. Facilitator's action plan for next steps could benefit from deeper knowledge of VTS methods.	Facilitator demonstrates keen awareness of the environment they control in a VTS discussion. Considerations demonstrated include: making sure group can see the image, eye contact, inviting disposition, allowing diversity of voices to be heard. Upon reflection, facilitator identifies & prioritizes critical aspect of potential growth with appropriate action plan for future growth.
Image Selection	No awareness of relationship between audience and image selection.	Demonstrates some consideration of audience and imagery presented. Within the self reflection limited understanding of image selection per theory of aesthetic development and/or understanding of audience.	Facilitator can identify and select appropriate images for 2 different audiences. In reflection, the facilitator can articulate anticipated behaviors of audience and how the image selection will support both access to discussion and growth as viewers. If image proves to be less than successful, reflection demonstrates awareness and consideration for what do to differently in the future.