Experiential Learning Assessment Rubric: Guide & Sample

Below is a list of actions, behaviours and skills students may demonstrate during each phase of the Experiential Learning Cycle.

1. **Concrete Experience  
     
   During the concrete experiences, learners:**

* Engage with experience by interacting with others and/or their environment
* Observe differences or similarities between the real world situation that is being experienced and what they perceive to be an ideal experience based on theoretical learning
* Carry out acts of problem solving in the real world setting
* Draw on prior knowledge to make judgements and decisions in the moment
* Question their own prior knowledge, theoretical learning and/or the ideas and opinions of others

1. **Reflective Observation  
     
   After the concrete experience, learners:**

* Work individually or in groups to recount events and objectively describe what they observed during the experience
* Reprocess events and activities to share them in a logical way with others
* Recognize perspectives other than their own
* Identify and describe differences or similarities between the real world situation that is being experienced and what they perceive to be an ideal experience based on theoretical learning
* Respond to prompts from instructors and peers by elaborating on their description of events
* Analyze events and form thoughtful judgements
* Consider how their presence may have influenced the activities or actions they observed during the experience

1. **Abstract Conceptualization  
     
   After engaging in reflective observation, learners:**

* Apply logic, theory and concepts to the experience
* Demonstrate increased awareness of the complexity of issues and situations
* Apply and adapt skills and/or knowledge learned during the experience to enhance their comprehension of academic concepts and theories
* Respond to external prompts to draw connections between theory and practice
* Consider the implication of events and activities observed during the experience for themselves and others
* Consider and design solutions to problems or situations observed

1. **Active Experimentation  
     
   After analyzing and conceptualizing the experience, learners:**

* Create practical applications to solve the issues identified during the concrete experience
* When possible, re-enter the experience to experiment with their solutions
* Create plans for how to implement solutions or make personal changes in the future based on insights drawn from the experience
* Reflect on the insights gained from participating in the experiential learning cycle

**References**

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**Experiential Learning Assessment Rubric**

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| **Phase** | **Criteria** | **Advanced** | **Accomplished** | **Developing** |
| Concrete Experience | Engaging with planned activities and the learning environment | Actively engages with and interacts with others and the planned activities and/or environment | Interacts with others and is engaged in the planned activities and/or environment | When prompted, Interacts with others and/or the planned activities and environment |
| Recognizing and solving problems if/when they arise during the experience | Explores or solves complex problems as they arise. Uses problem solving strategies where appropriate and reflects on problems to build a future self-schema for problem solving | Recognizes some problems as they arise and uses problem solving strategies when necessary | Follows instructions and observes problems if/when they arise. |
| Using prior knowledge to make decisions during the experience | Draws on prior knowledge to confidently make judgements and decisions in the moment; student begins to question their prior knowledge, theoretical learning and/or the ideas and opinions of others | Activates and then demonstrates the use of prior knowledge to make judgements and decisions in the moment, when necessary. | Makes basic decisions during the experience; student avoids making decisions that require drawing on previous knowledge or using personal judgement |
| Reflective Observation | Describing events | Reprocesses and reflects on events by objectively describing what they observed during the experience in a logical manner, giving consideration to how their presence in the situation may have influenced the activities or actions they observed | Recounts events by objectively describing what they observed during the experience in a logical manner | Student works individually or in a group to recount events and objectively describe what they observed during the experience |
| Recognizing and describing personal biases and multiple perspectives | Recognizes and elaborates on their own biases and perspectives as well as the perspectives of others who were involved in the experience | Recognizes and elaborates on own biases and perspectives when describing their experience | Acknowledges own biases and perspectives when prompted by instructor or peers |
| Abstract Conceptualization | Making connections between the practical experience and academic theory or concepts | Draws conclusions by connecting examples from the concrete experience to theory/concepts from multiple fields of study or perspectives | Makes connected between the concrete experience and theory/concepts from more than one field of study or perspective | When prompted, makes connections between the concrete experience and theory/concepts from fields of study directly related to the experience |
| Understanding the complexity of issues and situations | Demonstrates holistic understanding of complex factors contributing to problems or issues observed during the concrete experience | Demonstrates understanding of multiple factors contributing to problems or issues observed during the concrete experience | Demonstrates increased awareness of the complexity of issues and situations |
| Identifying and analyzing the implication of events and activities on self and others | Analyzes the immediate and long-term implication of events and activities observed during the experience for themselves and others | Understands the immediate implication of events and activities observed during the experience for themselves and others | When prompted, recognizes the immediate implication of events and activities observed during the experience for themselves and others |
| Active Experimentation | Solving problems | Creates innovative applications to solve issues or problems identified during the concrete experience | Designs practical applications to solve issues or problems identified during the concrete experience | Assesses and evaluates proposed solutions to the problems or issues encountered during the experience |
| Reflecting on learning and making plans for the future | Evaluates the complex contextual factors that contributed to their learning through the experiential learning cycle and makes plans that create opportunities to apply learning in diverse contexts | Identifies the complex contextual factors that contributed to their learning through the experiential learning cycle and makes plans to apply learning in the future | Describes learning that occurred by participating in the experiential learning cycle |