

## Rubric to Evaluate Student Use of the C.O.I.N. Model

The brief article, [How to give feedback the right way: the C.O.I.N. Model](#), presents an easy to apply model for giving constructive feedback. It incorporates widely used principles for how to give useful feedback to peers, superiors or subordinates in a way that is heard and considered. PAcom has created this rubric to help the instructor evaluate how well students have applied specific points of the model.

### Instructor Notes

The wording of this rubric assumes the instructor will fill it out based on all the open-ended feedback a student gave to themselves and their peers during a given assessment. The last rubric item--Consistent Application--could be used as a fixed set of points, or as a percentage adjustment of the overall score.

*Note: "the behavior" or "target behavior" refers to the behavior(s) that the feedback is commenting on. The "recipient" is the person receiving the feedback.*

### Rubric

**C – Context** Gives specific examples of when recipients demonstrated the target behaviors.

1. Identifies a specific time when the recipients demonstrated the target behavior.
2. Describes general types of situations when recipients may have demonstrated the behavior.
3. Feedback does not address a particular context for the behavior.

**O – Observation** Clearly & objectively describes the demonstrated target behavior(s).

1. Feedback is focused on observable behaviors of the recipient, then describes these behaviors clearly and objectively.
2. Behaviors are discussed in the feedback. However, the description is not clear enough (too abstract for the recipient to accurately identify it), or the description lacks objectivity (mixes personal feelings and opinions in with objective observations)
3. Feedback does not address specific recipient behaviors.

**I – Impact** Describes how recipients' behaviors impacted others in a relevant way.

1. Feedback identifies one or two relevant impacts on others, the team, or the quality of work.
2. Some impact is suggested. However, the impacts are not clearly identified, or they are not relevant or persuasive in light of the recipient.
3. Feedback does not address the impact of the target behaviors.

**N – Next** Provides an idea for how recipients could improve their behaviors in a similar situation.

1. Feedback includes a useful, concrete idea to improve the target behavior.
2. An idea for improving is suggested. However, it is not sufficiently clear, or is not relevant and feasible for the recipient.
3. Feedback does not provide an actionable suggestion for improvement.

### **Consistent Application of C.O.I.N. Principles**

1. Always applied C.O.I.N. Principles when giving open-ended feedback
2. Sometimes applied C.O.I.N. Principles when giving open-ended feedback
3. Did not apply C.O.I.N. Principles when giving open-ended feedback