

The Critical Thinking Badge is integral to a comprehensive series designed to equip students with the in-demand skills employers value. Specifically, it measures students' decision-making abilities through sound, inclusive reasoning and judgment. It aims to develop critical thinkers who can approach complex problems with a structured and evidence-based methodology while also considering diverse viewpoints and the potential long-term consequences of their decisions.

Competency:		
Inclusive Decision-Making: Making decisions using sound, inclusive reasoning and judgment.		
Accomplished	Competent	Developing
Quality of Reasoning (Soundness)		
<ul style="list-style-type: none"> • Uses clear, logical, and well-structured arguments. • All claims are supported by reliable and relevant evidence. • Demonstrates a deep understanding of the subject matter and context. 	<ul style="list-style-type: none"> • Uses mostly clear and logical arguments but may have minor inconsistencies. • Most claims are supported by evidence, but some evidence may be weak or not directly relevant. • Demonstrates a general understanding of the subject matter and context. 	<ul style="list-style-type: none"> • Arguments lack clarity or structure and may be based on assumptions or misinformation. • Few claims are supported by evidence or rely heavily on anecdotal or irrelevant evidence. • Demonstrates a limited or superficial understanding of the subject matter and context.
Inclusivity of Different Perspectives		
<ul style="list-style-type: none"> • Actively seeks out and incorporates a diverse range of perspectives and voices in the decision-making process. • Demonstrates an understanding and respect for differing viewpoints, even if they conflict with personal beliefs. 	<ul style="list-style-type: none"> • Considers some different perspectives but may overlook or dismiss others. • Demonstrates a basic understanding of differing viewpoints but may not fully engage with them. 	<ul style="list-style-type: none"> • Ignores or minimizes the importance of incorporating diverse perspectives. • Demonstrates little to no effort to understand or respect differing viewpoints.
Judgment in Decision Making		
<ul style="list-style-type: none"> • Decisions consistently reflect a balanced consideration of all available information, perspectives, and potential consequences. • Demonstrates foresight and the ability to predict potential outcomes, considering both short-term and long-term effects. 	<ul style="list-style-type: none"> • Decisions generally reflect a consideration of available information but may overlook some important factors. • Demonstrates some ability to predict potential outcomes but may not consistently consider both short-term and long-term effects. 	<ul style="list-style-type: none"> • Decisions are made impulsively or without thorough consideration of information, perspectives, or consequences. • Demonstrates little to no foresight in predicting potential outcomes.

Competency:		
Comprehensive Information Analysis: Gather and analyze information from a diverse set of sources, including communicating with the right people to fully understand a problem.		
Accomplished	Competent	Developing
Diversity and Quality of Sources		
<ul style="list-style-type: none"> Utilizes various high-quality sources, including primary and secondary data, peer-reviewed articles, expert opinions, and direct firsthand accounts. Demonstrates a deliberate effort to ensure sources represent diverse perspectives. Validates the credibility and reliability of each source. 	<ul style="list-style-type: none"> Utilizes a moderate range of sources with some attention to quality. Attempts to include diverse perspectives, though some potential biases may exist. Generally assesses the credibility of sources but may occasionally overlook inconsistencies. 	<ul style="list-style-type: none"> Relies on a limited set or single source type, potentially overlooking key information. Demonstrates little to no effort to incorporate diverse perspectives, which may result in a biased or narrow understanding. Rarely or never assesses the credibility and reliability of sources.
Analytical Depth		
<ul style="list-style-type: none"> Thoroughly analyzes the information, critically evaluating data and spotting trends, contradictions, and potential gaps. Effectively synthesizes information from various sources to derive meaningful insights. Actively seeks to uncover underlying causes, motivations, or factors contributing to the problem. 	<ul style="list-style-type: none"> Demonstrates a basic level of analysis of the gathered information, identifying some trends and patterns. Partially synthesizes information but may struggle to integrate conflicting viewpoints. Some effort to identify underlying causes or factors but may overlook deeper complexities. 	<ul style="list-style-type: none"> Analysis is superficial, mainly summarizing sources without deeper evaluation. Struggles to combine insights from various sources, often resulting in fragmented or disjointed understanding. Overlooks or ignores potential underlying causes and broader complexities.
Effective Communication with Relevant Stakeholders		
<ul style="list-style-type: none"> Actively identifies and reaches out to all relevant stakeholders to gather firsthand insights. Demonstrates excellent listening skills, ensuring all parties feel heard and understood. Consistently asks probing, open-ended questions to dive deeper into issues and gain a comprehensive understanding. 	<ul style="list-style-type: none"> Communicates with some key stakeholders but may miss out on valuable perspectives. Generally listens well but occasionally interrupts or misunderstands stakeholders' input. Asks relevant questions but may not consistently probe for deeper insights. 	<ul style="list-style-type: none"> Rarely or never communicates with stakeholders, relying predominantly on secondary sources. Demonstrates poor listening skills, leading stakeholders to feel misunderstood or undervalued. Lacks initiative in asking meaningful questions, resulting in surface-level insights.

Competency:		
Ethical Data Utilization Accurately summarize, interpret, evaluate, and ethically use data and digital information.		
Accomplished	Competent	Developing
Accuracy in Summarization and Interpretation		
<ul style="list-style-type: none"> Precisely and succinctly summarizes data without losing key details or context. Demonstrates deep comprehension, correctly interpreting data nuances, implications, and potential applications. 	<ul style="list-style-type: none"> Generally summarizes data correctly but may omit minor details or nuances. Demonstrates a basic understanding, with occasional misinterpretations or oversights in data implications. 	<ul style="list-style-type: none"> Misrepresents or overly simplifies data, missing essential details. Frequently misinterprets data or misunderstands its implications.
Evaluation of Data and Information Quality		
<ul style="list-style-type: none"> Consistently assesses the credibility, relevance, and reliability of data sources. Recognizes and critically evaluates potential biases, limitations, or inconsistencies within the data. 	<ul style="list-style-type: none"> Generally assesses the credibility and relevance of data sources but may occasionally overlook inconsistencies or biases. Recognizes potential data limitations but may not consistently account for them in interpretation or application. 	<ul style="list-style-type: none"> Rarely or never evaluates the quality or credibility of data sources. Overlooks or disregards clear biases, inconsistencies, or limitations within the data.
Ethical Use of Data and Digital Information		
<ul style="list-style-type: none"> Demonstrates a strong commitment to data ethics, ensuring all uses are transparent, consensual, and respect privacy norms. Properly attributes sources and respects copyright laws, intellectual property rights, and licensing agreements. Understands and adheres to ethical guidelines related to the specific domain or industry. 	<ul style="list-style-type: none"> Generally uses data ethically but occasionally overlooks certain ethical norms or best practices. Usually attributes sources correctly but may occasionally miss or misattribute information. Demonstrates a basic understanding of ethical guidelines but may not be fully versed in domain-specific ethics. 	<ul style="list-style-type: none"> Uses data without ensuring transparency, consent, or privacy and may breach ethical norms. Frequently neglects proper attribution or disregards copyright laws and intellectual property rights. Lacks awareness of or disregards ethical guidelines relevant to the data or domain.

Competency:		
Bias Awareness and Management Awareness of personal biases impacting outcomes.		
Accomplished	Competent	Developing
Recognition and Acknowledgment of Personal Biases		
<ul style="list-style-type: none"> Actively identifies and acknowledges a comprehensive range of personal biases, both overt and subtle. Consistently reflects on personal experiences, cultural backgrounds, and inherent beliefs that might influence perception and judgment. Seeks feedback from others to uncover unrecognized biases 	<ul style="list-style-type: none"> Identifies and acknowledges some personal biases but may overlook or underestimate others. Occasionally reflects on personal experiences and beliefs that might shape biases but may not do so comprehensively. May be open to feedback but doesn't actively seek it to uncover biases. 	<ul style="list-style-type: none"> Struggles to identify or denies the presence of personal biases. Rarely or never reflects on personal experiences and beliefs as potential sources of bias. Resists or dismisses feedback related to personal biases.
Understanding the Impact of Biases on Decisions and Outcomes		
<ul style="list-style-type: none"> Demonstrates a deep understanding of how personal biases can influence decisions, perceptions, and interactions. Regularly evaluates decisions and outcomes to determine if they were influenced by biases and adjusts accordingly. Is proactive in learning about the potential consequences of unchecked biases. 	<ul style="list-style-type: none"> Recognizes that personal biases can influence decisions. Sometimes evaluates decisions for bias influence but may not always adjust or take corrective actions. Shows some interest in understanding the consequences of biases but may not actively educate oneself. 	<ul style="list-style-type: none"> Fails to see or understand the connection between personal biases and their influence on decisions and outcomes. Rarely or never reviews decisions for potential bias influence. Lacks interest or awareness of the broader consequences of unchecked biases.
Proactive Efforts to Mitigate Bias Impact		
<ul style="list-style-type: none"> Actively employs strategies and tools to minimize the impact of recognized biases on decisions and outcomes. Seeks diverse perspectives and feedback to challenge and broaden personal viewpoints. Engages in continuous learning and self-improvement related to understanding and mitigating biases. 	<ul style="list-style-type: none"> Employs some strategies to reduce bias impact but may not do so consistently or comprehensively. Occasionally seeks diverse perspectives but may not always act on feedback or be selective. Engages in occasional learning related to biases but may not be committed to ongoing self-improvement. 	<ul style="list-style-type: none"> Makes minimal to no effort to mitigate the impact of personal biases. Rarely or never seeks out diverse perspectives or is resistant to feedback. Shows little to no interest in learning or self-improvement related to biases.

Competency:		
Multifaceted Perspective Analysis		
Consider multiple viewpoints and analyze motivations to understand why information is presented in a certain way.		
Accomplished	Competent	Developing
Consideration of Multiple Viewpoints		
<ul style="list-style-type: none"> Actively seeks out, acknowledges, and thoroughly considers a comprehensive range of diverse viewpoints on the topic or issue. Demonstrates a deep understanding of the intricacies and nuances of each viewpoint, even if they conflict with personal beliefs. 	<ul style="list-style-type: none"> Recognizes and considers multiple viewpoints but may overlook or underestimate some perspectives. Demonstrates a general understanding of differing viewpoints but may not fully engage with or appreciate their complexities. 	<ul style="list-style-type: none"> Focuses predominantly on a singular viewpoint or a limited set, largely overlooking or disregarding alternative perspectives. Demonstrates minimal effort to understand or respect differing viewpoints.
Analysis of Motivations Behind Information Presentation		
<ul style="list-style-type: none"> Consistently and accurately identifies underlying motivations, agendas, or biases behind how information is presented. Demonstrates a keen awareness of factors like source credibility, potential conflicts of interest, cultural or social influences, and intended audience. 	<ul style="list-style-type: none"> Sometimes identifies motivations or biases behind information presentation but may miss subtler influences. Demonstrates an awareness of some factors influencing information presentation but may not consistently apply this understanding. 	<ul style="list-style-type: none"> Rarely or never questions or analyzes the motivations behind how information is presented. Lacks awareness or understanding of the various factors that can influence information presentation.
Reflective Analysis of Information Presentation		
<ul style="list-style-type: none"> Regularly reflects on why information is presented in a particular way, drawing connections between motivations, context, and potential implications. Thoughtfully considers how the presentation of information might affect perceptions, decisions, and actions. 	<ul style="list-style-type: none"> Occasionally reflects on the reasons for certain information presentations but may not always make deeper connections to motivations or implications. Demonstrates some awareness of how information presentation can influence perceptions but may not always consider its broader effects. 	<ul style="list-style-type: none"> Rarely or never reflects on the reasons behind information presentation or its implications. Shows little to no recognition of how the presentation of information can shape perceptions or decisions.

The Critical Thinking Badge Rubric was adapted from [NACE](#) Career Readiness Competencies and is licensed under [Attribution 4.0 International](#).

