	Minimal Evidence (Novice)	Moderate Evidence (Developing)	Substantial Evidence (Professional)
Effective Communication	**Evidence from Nursing Capstone ePortfolio** • Biographical Narrative: factors contributing to pursuit of BSN; Short and long term goals as a professional nurse • Philosophy of Nursing • Resume • Outcome Mastery *(focus on overall communication effectiveness)* • Highlight experiential and academic integration		
	• Some of the artifacts are appropriate for the purpose, but there are either too few to gauge proficiency or are inappropriate for a professional audience. • Substantial errors *(e.g., grammar, spelling, sentence structure)* leading to confusion that interferes with the message. • Artifacts suggest little awareness of the specified expectations and/or inappropriate for a professional audience. • The overall effect of the portfolio creates some concern about the student's communication skills.	• Most artifacts are well selected but some do not support the purpose and/or professional audience • Occasional errors within artifacts interfere with the message. • The number and/or kinds of artifacts show inconsistent attention to expectations. • The overall effect of the portfolio suggests good communication skills across a range of documents and/or topic areas.	• Artifacts are well selected for the audience and purpose • Artifacts demonstrate attention to conventions and proofreading, minimal errors are evident. • The number and/or kinds of artifacts show consistent attention to the number and kinds of documents expected. • The overall effect of the portfolio suggests strong communication skills across a range of documents and topic areas.
Critical Thinking Through Reflection	**Evidence from Nursing Capstone ePortfolio** • Outcome Mastery *(focus on narrative reflection with outcome mastery substantiated with relevant artifacts learning activities that synthesizes professional identity)*		
	• The portfolio shows little attention to appropriate selection and arrangement of artifacts that demonstrate careful synthesis and connecting experiences. • Narrative reflective synthesis is missing and/or weakly contributes to the demonstration of critical thinking abilities. • The identity created is insufficiently professional throughout the portfolio.	• The selection and arrangement of artifacts usually demonstrates careful synthesis and connecting of experiences. • Contextual information provided with the artifacts is inconsistent or only moderately contributes to the demonstration of critical thinking abilities. • There is some inconsistency in the professional identity.	• The selection and arrangement of artifacts consistently demonstrates careful synthesis and connecting of clinical and academic experiences. • Contextual information provided with the artifacts consistently contributes to the demonstration of critical thinking abilities. • A professional identity is consistently present throughout the portfolio
Technical Competency	**Evidence from Nursing Capstone ePortfolio**		
	• The ePortfolio demonstrates limited technical skill or follows a very rigid template suggesting little awareness or control of the technology. • Navigation paths are confusing and limit convenient access to documents. • Links are not easily accessible and often do not download or open appropriately. • The site mixes features more appropriate to a social networking site instead of a professional portfolio that suggests limited understanding of the difference.	• The ePortfolio demonstrates a moderate range of technical skills with some ability to personalize the Website. • Navigation paths are moderately easy to access contextual information and artifacts. • The quality and effectiveness of links varies depending on the platform used to link and download artifacts. • A few features are more appropriate for a social networking site.	• The ePortfolio demonstrates a range of technical skills both within artifacts and across the Web site itself. • Navigation paths are consistently effective in accessing contextual information and artifacts. • Care has been taken to ensure that the site is accessible and links are functional from different platforms. • Variety and attention to details suggests that the student understands the differences between social networking sites and a professional ePortfolio
Visual Literacy	**Evidence from Nursing Capstone ePortfolio**		
	• The ePortfolio is rarely visually effective and/or has many design flaws. • Some artifacts include visual elements but the appropriateness of the visual artifacts is limited. • The overall visual effect suggests a limited understanding of design principles and the ability to effectively communicate visually.	• The ePortfolio has some visual appeal but has some design flaws. • Visual artifacts are often present, but there is inconsistency in the appropriateness or effectiveness of some of the visual artifacts. • The overall visual effect suggests a moderate understanding of design principles and the ability to effectively communicate visually.	• The ePortfolio is visually appealing and well designed. • There is a consistency to the design with consistent use of appropriate and effective visual artifacts. • The overall visual effect suggests a deep understanding of design principles and the ability to effectively communicate visually.