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| Slide 1 |  | Welcome to Core Values Judge Training. |
| Slide 2 |  | After completing this part of the training, you’ll be prepared to assess the Core Values of FLL teams. |
| Slide 3 |  | To refresh your memory, here are the FLL Core Values.  We are a team.  We do the work to find solutions with guidance from our coaches and mentors.  We know our coaches and mentors don’t have all the answers; we learn together.  We honor the spirit of friendly competition.  What we discover is more important than what we win.  We share our experiences with others.  We display Gracious Professionalism® in everything we do.  **We have fun!** |
| Slide 4 |  | Some Judges may feel Core Values judging is subjective than say, Robot Design. That’s one reason we have formal Core Values Judging. It allows judges to more objectively assess each of the Core Values and provides a dedicated, consistent environment for all teams.  While Core Values elements may be less tangible, a number of tools and techniques exist to help judges gain insight about teams, and reinforce for everyone why Core Values judging is such an important component of *FIRST* LEGO League. |
| Slide 5 |  | Core Values judging sessions take place in a designated judging area and are at least 10 minutes long. During the session, many regions will ask teams to complete a short teamwork activity. If a Core Values Poster is used in your region, teams should have about 2 minutes to present the information on their poster. For the remainder of the time, you can ask follow up questions. Since Core Values Judging sessions are less formally structured than the other areas, these times are approximate. |
| Slide 6 |  | If teams complete a teamwork activity as part of Core Values Judging in your region, begin the session by presenting the instructions to teams. Make notes as they complete the activity. Completing the teamwork activity is not important – it’s the process that counts.  The question and answer interview is your opportunity to find out more about the team’s understanding of Core Values and teamwork.  Teams will practice their presentations on Core Values and answers to questions. Do not mistake a “rehearsed” speaker for someone who has not internalized the concepts. The very act of rehearsing helps teams integrate those concepts. |
| Slide 7 |  | The FLL Partner for each region decides whether teams will be required to create a Core Values Poster. If it’s used in your area, be sure to review the instructions provided to teams, so you’ll know what to expect. The Core Values Poster and any other visual aids presented by teams are intended to serve as tools for the team to communicate information to judges. Some of the Core Values are more difficult to observe in judging – the Poster is a chance for the team to think about those Core Values in advance and be prepared to share that information with judges. If a team is required to present a poster, but doesn’t have one, the team is still eligible for awards. However, it may be more challenging for them to communicate the right information to judges. |
| Slide 8 |  | As you’re observing teams, keep in mind that many different team structures can be effective. It’s okay if the team has a strong leader, team members specialize in specific areas, and the team has clearly identified roles (like Robot Leader, Project Captain, or Programmer). It’s also okay if the team does not have clearly defined roles, as long as team members can articulate their contributions. Team members should be able to direct judges’ questions to the best person to answer.  On Accomplished teams, all team members should be able to talk about their roles. Exemplary teams know, understand and utilize each other’s roles effectively. |
| Slide 9 |  | As you decide what questions to ask, choose questions that will help you complete the rubric. Be sure to ask about any items on the rubric if you need more information.  As mentioned in the general FLL Judge training, good questions are open ended, contain only one idea, and lead the team to provide the information you need. A few good questions are “What’s the most important thing you learned this season?” “How did your team decide what to do at each meeting?” and “How does your team decide which ideas they will pursue?”  Refer to the Judge Prep pack for a helpful list of sample questions. Consider making a list of standard questions you’ll ask every team, but also be ready to ask each team the right questions to help you complete the rubric. |
| Slide 10 |  | Now, let’s go into more detail about what’s judged in Core Values.  Core values is broken into three parts – Inspiration, Teamwork, and Gracious Professionalism.  Remember, each team should be judged on the information that they provide and/or demonstrate in the Judging room, not what someone knows about a team outside of the tournament. |
| Slide 11 |  | Inspiration covers Discovery, Team Spirit and Integration.    In Discovery, teams describe how they balance the three aspects of *FIRST* LEGO League – Robot, Project and Core Values – and what they learned in the process.  For Team Spirit, look for enthusiasm, cohesive team identity, having fun, and showing great *FIRST* LEGO League spirit to the general community.  Under integration, look for concrete examples of how teams applied Core Values. Listen for stories on how teams integrate new knowledge and skills into everyday life. |
| Slide 12 |  | Teamwork covers Effectiveness, Efficiency, and ensuring Kids Do the Work.    In Effectiveness, look for teams to have clear processes to make decisions and resolve problems appropriately.  For Efficiency, assess how teams used their time, energy and resources. Do they know how to stay on track to meet their goals?  Under Kids Do the Work, teams should easily be able to demonstrate that they understand and did the work, not the coach or a parent. |
| Slide 13 |  | Gracious Professionalism covers Inclusion, Respect, and Coopertition.    For Inclusion, look at how teams integrate ideas from everyone and make each team member feel valued.  In Respect, look for teams who understand how their actions impact others – respectful behavior should be the norm.  Under Coopertition, look for how the team honors the spirit of friendly competition. Look especially for teams who help other teams or were assisted by other teams. |
| Slide 14 |  | The rubric is divided into the three Core Values sub areas. |
| Slide 15 |  | As a judge, you’ll evaluate team performance in each rubric criteria. From beginning to exemplary, each rubric area specifies the team behavior you should see at that level. You can mark “ND” for “Not Demonstrated” if the team doesn’t provide any information to help you assess what they did.  In FLL, we’d like every team to strive for the “Accomplished” level. One approach to evaluating a team is to start by assuming they are accomplished, then adjust their evaluation based on the team’s performance. |
| Slide 16 |  | Please provide as much written feedback as possible in the comments section of the rubric. Be sure to write a comment for each sub-area.    Teams will be very thankful for positive comments or well phrased “constructive” criticism that helps them improve. |
| Slide 17 |  | When taking notes, discussing teams, and completing rubrics, be specific and share examples or evidence that supports why the team achieved a particular evaluation. Specific comments are more helpful to teams than general impressions. |
| Slide 18 |  | When writing feedback for teams, recognize that teams work hard and treat them with respect.  Compliment the children’s achievements with vocabulary appropriate for the subject matter. Make sure you positively communicate opportunities to improve. Keep all your comments constructive.  When you first meet in your judging pair, determine a system to keep detailed notes, complete rubrics, and make comments in between teams so that you’ll stay on time while giving quality feedback. |
| Slide 19 |  | Here are a few good examples of comments that cite evidence for a team at the “Accomplished” level:  *We liked how you showed us your team meeting agenda including activities for all three aspects of the challenge.*  *Great division of roles – Effective use of each other’s strengths*  *During the activity, the team was good about acknowledging ideas from every one.*  Since time is short, don’t worry too much about writing full sentences, but focus on positively conveying why you placed the team at that level. |
| Slide 20 |  | At the bottom of the rubric, circle one or more areas of strength for the team. This acknowledges the team’s efforts and lets them know that the judges recognized their strengths.  During initial deliberations, these strength areas may help you select teams for award nominations. |
| Slide 21 |  | As addressed in the general judge training, serious Core Values behaviors may disqualify a team from receiving awards or advancing to other FLL tournaments. Report any positive or negative Core Values observations to the Head Judge or Judge Advisor, who will determine the best course of action appropriate to the seriousness of the behavior. Core Values observations can be submitted on the Core Values Input form by any volunteer for judge consideration. |
| Slide 22 |  | So, how will you know which teams to consider for awards?  The teams who win awards will stand out from other teams. You’ll see that they often:  Provide details on how they demonstrate the Core values, with concrete examples, including outside of FLL.  They understand each team member’s roles and responsibilities and use the roles effectively.  While not required by FLL, award winning teams will often mentor or assist other FLL or Jr.FLL teams.  Sometimes it’s easy to nominate the team for an award because they were memorable for being cute, energetic, or having good manners and politeness. While teams who win awards will likely have those qualities too, look beyond their initial appeal to determine whether they have internalized and effectively used the FLL Core Values in their team.  Keep in mind that sometimes a great candidate will be the team who is quieter than others, or the way they have fun doesn’t seem enjoyable to you, but they are exemplary in many aspects.  Now, what does a team at the “accomplished” level look like? Refer to your Judge Prep Pack for a detailed example of an accomplished team. |
| Slide 23 |  | You have many tools available to you as you prepare to be a Core Values judge and make awards decisions at your tournament.  After completing this training, be sure to review the Core Values Judging Prep Pack, which includes the Core Values Judging Primer. The Prep Pack contains a more in depth discussion of each rubric criteria and provides additional tips for judges. You’ll want to review the rubric carefully and have a copy available as you answer the Core Values Certification questions.  During the tournament, you’ll get input from other volunteers, often through the Input form, and may have the opportunity to visit teams to gather additional information. With all of these tools and guidance from the Head Judge and Judge Advisor, you’ll be well prepared to select the best teams to receive Core Values awards at your tournament. |
| Slide 24 |  | Now is a great time for a little practice. Begin by reviewing the Core Values Rubric, available as part of the Core Values Prep Pack or on the *FIRST* LEGO League website.  Next, find a video of a team at a Core Values Judging session at a past tournament. You might search YouTube or other video sharing sites or use a video provided by your FLL Partner or Judge Advisor. While you watch the video, think about what questions you would ask the team. Then, complete a practice rubric for the team based on what you saw.  If possible, ask another person to review the video with you. Then pretend you’re part of a judging pair with that person, compare notes and complete one rubric together as you would at a tournament. |
| Slide 25 |  | Thank you for completing Core Values Judge Training! Be sure to answer the Certification questions in order to complete Core Values Judge Certification. You’ll need to receive at least 80% to pass, but you can try again if you to.  You should now be prepared to serve as a Core Values Judge at an official *FIRST* LEGO League event. We hope you have a great time and consider volunteering for another *FIRST* event in the future. |
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