

Table 4

Summary of key Advantages and Disadvantages of using rubrics

Section	Advantages	Disadvantages
Types of Rubrics	<ul style="list-style-type: none">• help to determine information to be collected (based on criteria) <p><i>Analytic</i></p> <ul style="list-style-type: none">• more detailed feedback on performance• shared understanding between evaluators and clients• easier for management to make improvements <p><i>Holistic</i></p> <ul style="list-style-type: none">• quick to use• useful for single dimension criteria	<p><i>Analytic</i></p> <ul style="list-style-type: none">• time consuming to develop <p><i>Holistic</i></p> <ul style="list-style-type: none">• not suitable for complex issues• no detailed feedback• difficult to assign overall score
Application	<ul style="list-style-type: none">• criteria is more focused and concise• ease of use• many different uses• a flexible tool• collaboration is needed for the development• more credible results• more useful for the client	<ul style="list-style-type: none">• demands a lot of effort and experience• collaboration is needed for the development• evaluation becomes limited by rubrics criteria
Performance levels	<ul style="list-style-type: none">• tailored to context	<ul style="list-style-type: none">• more levels used, the more effort needed in development• difficult developing score
Scoring	<ul style="list-style-type: none">• possibility of an average indicator (weighting sections)• a numerical value can be assigned to each level• provides consistency in scoring	<ul style="list-style-type: none">• difficulties in assigning overall score criteria
Collaboration	<ul style="list-style-type: none">• shared understanding	<ul style="list-style-type: none">• time consuming process• large time investment from client