

## Hi there!

I'm glad you're using this resource. Continue to check our website ([realsciencechallenge.com](https://realsciencechallenge.com)) to find more resources. And, sign up for our newsletter to receive updates on materials that will be available soon.

I spend countless hours writing, researching, editing and generating graphics/charts for each question. I want to continue creating useful content for you to use - however, I also want to ensure my work is fairly compensated.

Therefore, below are the terms and conditions for use of our materials.

What is allowed:

- photocopying our content for your students to use.
- posting a copy of our content (ie. questions, rubrics) on a password protected site for your students to access and/or complete.
- copying our questions into your tests or assignments. Please give credit in this case.

What is not allowed:

- Selling our content.
- Repackaging our content in your own materials and then selling it. NOTE: giving credit to us still does not make this okay.
- Distributing and/or posting our content online (for example, on social media or a blog).

Thank you for supporting us. And, we look forward to helping you with your teaching practice. Please feel free to reach out to us if you have any questions or suggestions.

Sincerely,

Kent  
REAL Science Challenge Founder  
Science Department Head (Burnaby South Secondary)

**MARVEL SCIENCE LLP  
PROBATION REVIEW FORM  
STUDENT LEVEL**

<b>Name:</b> Bruce Banner	<b>Reviewer:</b> Stephen Strange
<b>Start Date:</b> January 5, 2024	<b>Review Date:</b> July 10, 2024

Ratings:                    1 - Needs improvement                    3 - Meets expectations  
                                  2 - Minimally meets expectations        4 - Exceeds expectations

<b>Client excellence:</b>	Demonstrates a passion for delivering quality and ensures that client needs are met, benefiting both the client and the Firm.
<b>Expectations:</b>	Responds to client needs, and reflects a positive image of the Firm when dealing with clients.
<b>Rating:</b>	4
<b>Reasons for rating and comments:</b>	<ul style="list-style-type: none"> <li>- Provides good quality files for review</li> <li>- Takes ownership of files and tasks</li> <li>- Good at pointing out something that "looks funny" rather than following last year</li> </ul>

<b>Motivation and people development:</b>	Seeks self-development and provides support that enables and motivates others to succeed.
<b>Expectations:</b>	Has a positive attitude, seeks feedback from others and takes ownership of his/her own work.
<b>Rating:</b>	4
<b>Reasons for rating and comments:</b>	<ul style="list-style-type: none"> <li>- Seeks feedback and wants to ensure he is doing it correctly so that there's no trailing mistakes in other files</li> <li>- Takes good ownership of work and informs me of things that he is unsure of so that I'm aware when reviewing which helps with being efficient</li> <li>- Is very polite and positive</li> </ul>

<b>Teamwork:</b>	Works co-operatively with others, positively influences them and ensures team participation to support the Firm's goals.
<b>Expectations:</b>	Responds positively to requests for help and support and works effectively with team members to complete allotted tasks.
<b>Rating:</b>	4
<b>Reasons for rating and comments:</b>	<ul style="list-style-type: none"> <li>- Good team player</li> <li>- Makes an effort to ask for work</li> <li>- Is very helpful and willing when I need something done quickly</li> </ul>

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<b>Communication:</b>	Listens to, understands and communicates confidently with others in a clear, concise, polite and purposeful way.
<b>Expectations:</b>	Ensures communication is clear, concise, respectful and understandable at all times, using language that is appropriate and by listening to understand the other person's views and perspective.
<b>Rating:</b>	4
<b>Reasons for rating and comments:</b>	- Good communication skills, both written and verbal - Great at providing status updates and asking for help when needed to move the file along - Great at keeping people in the loop and let's me know if he is already busy with other things so that I can allocate work somewhere else
<b>Planning and organization:</b>	Sets priorities, defines activities, gives responsibilities and plans work so that results are achieved on time and within budget.
<b>Expectations:</b>	Prioritizes tasks, is aware of deliverables and deadlines and manages own time to meet them.
<b>Rating:</b>	4
<b>Reasons for rating and comments:</b>	- Good time management and gets the work done in a timely manner - Good at meeting budgets
<b>Overall comments:</b>	Overall, great addition to the team.

**Conclusion:**

1. Probation period successfully completed - recommend as permanent hire.
2. Potential for improvement - extend probation period for another 3 months / 6 months (circle one).
3. Not meeting minimum expectations - recommend termination of employment.

\_\_\_\_\_  
**Student Signature:**

*Doctor Strange*

\_\_\_\_\_  
**Date:**

July 10, 2024

\_\_\_\_\_  
**Reviewer Signature:**

\_\_\_\_\_  
**Date:**

# Burnaby South Science Standards

(draft 1)

<b>Foundations &amp; Principles</b>	
Curricular Skills:	Process & Analyze
Description:	Uses knowledge of scientific content and concepts to draw conclusions, to analyze patterns, trends and relationships, and to construct and interpret graphs, models, and/or diagrams
Expectations:	<ul style="list-style-type: none"><li>• Solve problems on tests and assignments using science content knowledge,</li><li>• Construct graphs, and interpret trends and data from graphs.</li><li>• Draw conclusions from models and diagrams.</li></ul>
Proficiency:	Emerging   Developing   Proficient   Extending
Reason for rating & comments:	

<b>Methods</b>	
Curricular Skills:	Plan & Conduct, Question & Predict
Description:	Follows established scientific guidelines to plan and conduct investigations safely, to collect data reliably and accurately, to question methods and identify sources of error, and to formulate multiple hypotheses and predict multiple outcomes.
Expectations:	<ul style="list-style-type: none"><li>• Conduct an experiment correctly &amp; safely</li><li>• Use appropriate science equipment to collect data accurately</li><li>• Identify possible sources of error in an experiment</li><li>• Write multiple hypotheses</li></ul>
Proficiency:	Emerging   Developing   Proficient   Extending
Reason for rating & comments:	

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<b>Communication</b>	
Curricular Skills:	Communicate
Description:	Uses appropriate scientific language and conventions - and draws from a variety of perspectives - to formulate models to describe phenomenon, to communicate scientific ideas, and to construct arguments
Expectations:	<ul style="list-style-type: none"> <li>• Construct evidence-based arguments</li> <li>• Communicate scientific ideas, claims, and information for a specific purpose and audience (for example, through a presentation, poster, infographic, etc.)</li> </ul>
Proficiency:	Emerging   Developing   Proficient   Extending
Reason for rating & comments:	

<b>Extensions &amp; Applications</b>	
Curricular Skills:	Apply & Innovate, Evaluate
Description:	Demonstrates an ability to transfer and apply learning to new situations, evaluate the validity and/or limitations of a model, and critically analyze the validity of and bias in their own work and secondary sources.
Expectations:	<ul style="list-style-type: none"> <li>• Apply knowledge to projects, experiments, assignments</li> <li>• Analyze secondary sources (ie. letters to the editor, research papers, news articles, websites, videos, podcasts, books, etc) for bias and validity.</li> <li>• Evaluate the strengths and weaknesses of a model or analogy.</li> </ul>
Proficiency:	Emerging   Developing   Proficient   Extending
Reason for rating & comments:	