

SSPBT

Position Evaluation Rubric

ICC	College Mission	College Core Values	Equity Impact D.I.S.P.	SSPBT Core Priorities	APRU - Request History	Link to Inst. Metrics	Plan to Assess Effectiveness	Innovation
Linked to 4 of the 5 ICCs. 4 points	Clearly and directly linked to mission. 4 points	Linked to 4 or more of the Core Values. 4 points	Major and direct impact on equitable outcomes. 4 points	Clear and direct link to all SSPBT priorities. 4 points	Requested in the last 4 APRUs. 4 points	Clear and direct link to the Institutional Metrics. 4 points	Solid and clear assessment plan. 4 points	Clearly innovative, unique, and "cutting edge" 4 points
Linked to 3 of the 5 ICCs. 3 points	Linked to mission. 3 points	Linked to 3 of the Core Values. 3 points	Clear impact on equitable outcomes. 3 points	Linked to most SSPBT priorities. 3 points	Requested in the last 3 APRUs. 3 points	Link to the Institutional Metrics. 3 points	Adequate assessment plan. 3 points	Innovative and unique. 3 points
Linked to 2 of the 5 ICCs. 2 points	Somewhat linked to mission. 2 points	Linked to 2 of the Core Values. 2 points	Marginal impact on equitable outcomes. 2 points	Linked to some SSPBT priorities. 2 points	Requested in the last 2 APRUs. 2 points	Indirect link to the Institutional Metrics. 2 points	Inadequate assessment plan. 2 points	Somewhat innovative and unique. 2 points
Linked to 1 of the 5 ICCs. 1 point	Minimally linked to mission. 1 point	Linked to 1 of the Core Values. 1 point	Minimal impact on equitable outcomes. 1 point	Indirect link to SSPBT priorities. 1 point	Requested in the last APRU. 1 point	Unclear link to the Institutional Metrics. 1 point	Incomplete assessment plan. 1 point	Minimally Innovative and unique. 1 point
Not linked to any ICC. 0 points	Not at all related to mission. 0 points	Not linked to any of the Core Values. 0 points	No clear and direct impact on equitable outcomes. 0 points	Not linked to SSPBT priorities. 0 points	Never been requested in an APRU. 0 points	Not linked to the Institutional Metrics. 0 points	No assessment plan. 0 points	Not innovative or unique. 0 points

Program/Dept: _____

Position Title: _____

Date: _____

Evaluator: _____