**Administrative, Educational, and Student Support Assessment Rubric Results**

**Annual AES plan should report all outcomes according to the assessment plan or indicate why a goal is not being measured**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **1 – Beginning** | **2 – Developing** | **3 - Accomplished** | **Notes** |
| **Unit Goals** | Did not articulate goals, goals are too vague, and/or goals do not link to institutional / divisional goals | Articulated unit goals that should be more measurable, specific, and linked to institutional/divisional goals | Articulated sufficient (e.g., 3-5 goals) unit goals that are measurable, specific, and linked to the institutional/divisional goals |  |
| **Assessment Measures** | Did not identify assessments that align with goals | Identified some measures however not all measures are clear and/or aligned with goals | Identified multiple assessment measures of unit success for all goals that are clear and aligned with the stated goals |  |
| **Targets** | Did not identify performance targets | Identified some targets or some targets not clear or misaligned with the measure and goal | Identified specific, annual targets (e.g., in 2024-25 X% will participate, X# will complete, X$ will be raised) for each measure that align with the stated goal |  |
| **Mapping** | Did not complete the divisional/unit plan to institutional goal mapping | Completed the divisional/unit plan to institutional goal mapping which shows linkage of goals to the institutional strategic priorities and core commitments | Fully completed the divisional/unit plan to institutional goal mapping which shows strong linkage of all goals to the institutional strategic priorities and core commitments |  |
| **Actions/Resources Follow Up from Prior Year** | Did not report on prior year’s actions and state resources allocated to those actions. | Reported prior year’s actions and stated resources allocated to those actions for some goals; some information incomplete or unclear | Reported prior year’s actions with detailed descriptions of what actions were implemented and what resources allocated to those actions to achieve targets for all goals |  |
| **Results and Analysis** | Did not report current year results/outcomes and provide analysis of those results | Reported current year results/outcomes for assessed goals/measures in the unit plan, provided some analysis of results, and showed progress toward achieving annual targets; some information incomplete or unclear | Reported current year results/outcomes for all assessed goals/measures in the unit plan, provided analysis of results and what was learned, and achieved most/all annual targets |  |
| **Action Plan/Resources for Next Year** | Did not articulate actions/initiatives that link to the results/outcomes to describe how the unit will accomplish its goals in the current year | Articulated actions/initiatives for some goals/measures that link to the results/outcomes (e.g., the data) and to the divisional priorities, goals, and outcomes, describing how the unit will accomplish its goals and what resources are needed; some information incomplete or unclear | Articulated actions/initiatives for all goals/measures that clearly link to the results/outcomes (e.g., the data) and to the divisional priorities, goals, and outcomes, describing in detail how the unit will accomplish its goals and what resources are needed in the current year |  |