Southwestern Oregon Community College
Institutional Effectiveness Evaluation
Draft Rubric
Assess Program Review and Core Theme Objectives, Indicators, Thresholds

Indicator	Evaluation Level	Initial	Emerging	Developing	Highly Developed
Program Review Process Assessment					
Program Review (PR) Process (Check It!)		Draft process steps identified or no formal plan	Relies on short-term processes or not all areas participating	Process in place with formal plan outlined; most areas complete process	Clear multi-year processes with planning implementation
Program Review (PR) Assessable Outcomes		Non-specific outcomes or no outcomes present	Outcomes identified for some programs; alignment inconsistent for all outcomes	Most outcomes aligned with indicators that demonstrate student learning/operational achievement	All outcomes aligned with indicators that demonstrate student learning/operational achievement
PR Indicator Data Collection		Not clear that assessment data is collected or rarely collected	Evidence collected; faculty and staff discuss relevant criteria and use of data not fully implemented	Evidence collected and faculty and staff use relevant criteria	Evidence collected; criteria determined and multiple data sets discussed and implemented by faculty and staff. Data is used.
PR Outcome Indicators Valid		Little to no evidence indicators and thresholds are valid	Few of the indicators and thresholds are valid and/or measure the indicator as described	Majority of indicators and thresholds are valid and utilized	Multi-year use of valid indicators and thresholds
PR Outcome Indicators Reliable <mark>(rubric definitions still being developed for stable and consistent results)</mark>		No process to check for inter-rater reliability	Emerging process to check for inter-rater reliability or sporadic use of inter-rater reliability	Faculty and staff check for inter-rater reliability	Multi-year use of process and evidence of good inter-rater reliability
PR Outcome Indicators Alignment		No clear relationship between outcomes and unit/program mission	Some alignment between outcomes and unit/program mission	Clear alignment-between outcomes and unit/program mission	All units/programs outcomes aligned with mission

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Program Review Project Implementation (Adjust It!)		Results for outcomes are collected and projects identified but not discussed;	Results for outcomes collected, discussed but projects not implemented; not adjustments made	Results for outcomes collected, discussed and adjustments made from identified projects	Results for outcomes collected, discussed, used and evidence confirms that projects and adjustments lead to improved learning and services
Program Review Oversight		No person or committee provides feedback to staff with lead responsibility for program review or no feedback process established to review program review processes	Occasional feedback provided by a person or committee to staff with lead responsibility for program review and associated processes	Annual feedback provided by a person or committee to staff with lead responsibility for program review and associated processes	Annual feedback provided by a person or committee to staff with lead responsibility for program review and associated processes; institutional support and wide-use of feedback
PR and Institutional Planning (Plan It!)		Projects identified during program review not integrated into planning	Attempts at aligning program review projects and planning	Alignment of program review projects and planning processes at all levels of the college occurs informally or formally but sporadically	Alignment of program review projects and planning is systematic and intentional
PR and Budgeting (Do It!)		Projects identified during program review not integrated into budgeting	Attempts at aligning program review projects and budgeting	Alignment of program review projects and planning processes at all levels of the college occurs informally or formally but sporadically	Alignment of program review projects and budgeting is systematic and intentional
PR Alignment Institutional Objectives and Indicators		No clear relationship between program review outcomes with institutional core themes, objectives and indicators; no clear relationship between unit/program mission and the College mission	Some alignment between program review outcomes with institutional core themes, objectives; no clear relationship between unit/program mission and the College mission	Clear alignment between program review outcomes with institutional core themes, objectives and indicators; no clear relationship between unit/program mission and the College mission	All units/programs program review outcomes aligned with institutional core themes, objectives and indicators; no clear relationship between unit/program mission and the College mission

Mission Fulfillment, Core Theme, Objectives, Indicators Assessment

Institutional Core Themes, Objectives and Indicators Process (Check It!)		Draft process steps identified or no formal process	Relies on short-term processes or not all areas participating	Process in place with clear steps outlined; most areas complete process	Clear multi-year processes with planning implementation
Assessable Objectives		Non-specific objectives or few objectives identified	Objectives identified for all core themes; alignment inconsistent for all objectives to core theme or indicators	Most objectives aligned with indicators that demonstrate core theme achievement	All objectives aligned with indicators that demonstrate core theme achievement
Objective Indicators Valid		Little to no evidence indicators and thresholds are valid	Few of the indicators and thresholds are valid and/or measure the indicator as described	Majority of indicators and thresholds are valid and measure the indicator as described	Multi-year use of valid indicators and thresholds
Objective Indicators Reliable <mark>(rubric definitions still being developed for stable and consistent results)</mark>		No process to check for inter-rater reliability	Emerging process to check for inter-rater reliability or sporadic use of inter-rater reliability		Multi-year use of process and evidence of good inter-rater reliability
Objective Indicators Alignment		No clear relationship between objectives and indicators with College mission and core themes	Some alignment between objectives and indicators with College mission and core themes	Clear alignment between objectives and indicators with College mission and core themes	All core themes aligned with objectives and indicators with College mission
Project Implementation (Adjust It!)		Results for objectives and indicators are collected with projects identified but not discussed;	Results for objectives and indicators are discussed but projects not implemented; no adjustments made	Results for objectives and indicators are collected, discussed and adjustments made from identified projects	Results for objectives and indicators are discussed, used and evidence confirms that projects and adjustments lead to improved learning and services
Oversight		No person or committee provides feedback to staff with lead responsibility for success indicators or no feedback process established to review core themes and objectives	Occasional feedback provided by a person or committee to staff with lead responsibility for success indicators and occasional feedback for core themes and objectives	Annual feedback provided by a person or committee to staff with lead responsibility for success indicators and annual feedback for core themes and objectives	Annual feedback provided by a person or committee to staff with lead responsibility for success indicators and annual feedback for core themes and objectives; institutional

					support and wide-use of feedback
Institutional Planning Alignment (Plan It!)		Projects identified from Success Indicator Reports and the annual Mission Fulfillment report not integrated into planning	Attempts at aligning projects identified from Success Indicator Reports and the annual Mission Fulfillment report into planning	Alignment of projects identified from Success Indicator Reports and the annual Mission Fulfillment report into planning processes at all levels of the college occurs informally or formally but sporadically	Alignment of projects identified from Success Indicator Reports and the annual Mission Fulfillment report into planning processes is systematic and intentional
Budgeting Alignment (Do It!)		Projects identified from Success Indicator Reports and the annual Mission Fulfillment report not integrated into budgeting	Attempts at aligning projects identified from Success Indicator Reports and the annual Mission Fulfillment report into budgeting	Alignment of projects identified from Success Indicator Reports and the annual Mission Fulfillment report into budgeting processes at all levels of the college occurs informally or formally but sporadically	Alignment of projects identified from Success Indicator Reports and the annual Mission Fulfillment report into budgeting is systematic and intentional