



PARTNERSHIP

What is a Rubric?

A rubric is a series of narrative statements describing the levels of quality of a product or performance. A rubric is a scoring tool that lists the criteria for the varying levels of performance on a task, performance, or program characteristic where more objective methods of rating are not appropriate. While similar in nature, rubrics within PRISM are tools for rating aspects of a PRISM strategy or partnership where numeric tabulations do not always apply, but where there are qualitative differences in the level of targeted performance or implementation of a strategy.

Each PRISM rubric has four levels: Beginning, Emerging, Developing, and Accomplished. These levels apply to the several strands, or indicators, for each strategy or partnership. The professional development rubric, for example, has strands for leadership, policies, resources, etc. For each indicator (strand), there is a brief written description of the different levels of performance based on performance criteria. They are constructed by combining descriptions of different qualities of performance. Each set of descriptions reflects a different level of performance on that indicator. Raters use these descriptions to determine their level of accomplishment on each indicator. The ratings may be “Beginning” for some and “Developing” or “Accomplished” for others. A rating at any level except “Accomplished” can be used to guide improvement.

Uses of rubrics:

- They help define what is *quality* within the area being rated.
- They can be used to articulate the same target goals for improvement for everyone.
- They provide the ability to track change or improvement over time.
- They provide a common set of definitions across all PRISM regions.
- They are a useful communication tool among the various partners within PRISM.
- They are vital to the PRISM Leadership Team and PRISM RCCs for self assessment and planning.

Rubric Rating Form

PRISM Rubric for: _____

Indicator	Current Rating*	Evidence for rating	GOAL: Target Rating*	Date for Target Rating

*1=Beginning, 2=Emerging, 3=Developing, 4=Accomplished

PRISM Partnership Rubric

Indicators	Beginning	Emerging	Developing	Accomplished
Vision and Goals	Partners are together due to the nature of their work, but do not share a common vision and are concerned only with their own individual goals.	A shared vision emerges as partners work together, but the focus is still on individual goals.	Partners recognize the “value added” of a shared vision and collaborate on some common goals.	Partners hold a shared vision and collaboratively develop and implement common goals.
Communication	The purpose of communication is to share individual needs.	Most communication focuses on sharing individual needs; however, some discussion takes place related to a shared vision and common goals.	Communication promotes progress toward achieving a shared vision and common goals.	Communication is both consistent and deliberate, and is seen as an important component of the success of the partnership.
Decision-Making	Most partners are represented by those with no authority to make changes; therefore, decisions are made apart from common goals.	Some partners are represented by those with limited authority to make small decisions that may contribute to common goals.	Most partners are represented by those with limited authority to make decisions that promote individual or organizational goals, but are less committed to making decisions toward common goals.	Partners with authority represent their organization to make collaborative decisions that meet common goals.
Responsibility and Accountability	Partners are responsible and accountable for their own goals. One partner is in charge, and therefore, is accountable.	Some partners accept new roles of limited responsibility. Collaborative accountability is avoided, but an understanding of its importance is emerging. By common consent, one partner leads, and, therefore, is accountable.	Partners commit to new roles of shared responsibility as a result of a commitment to the common goals; but through an unspoken understanding or lack of communication, one partner emerges as accountable.	Partners hold themselves responsible and accountable for contributing to the common goals, as appropriate for the strengths of each partner (e.g., the level of commitment and specific contributions made by each organization).
Change and Sustainability	Partners recognize or even recommend that change is needed, but efforts are individual rather than collective and are not able to support change that is more than short-term.	Partners learn that all can contribute. They work together to identify necessary changes that meet individual and common goals.	Partners work to effect change that contributes to progress toward common goals. Some isolated changes remain in place for a certain amount of time; however, many are not yet sustainable.	Partners collaborate on common goals resulting in systemic change that is sustained beyond the grant.