

**Rubric for Evaluating Unit Assessment Practices  
Simmons College of Kentucky**

<b>Assessment Elements</b>	<b>Not Developed</b>	<b>Developing</b>	<b>Acceptable</b>	<b>Superior</b>
Unit Mission Statement	Does not exist	The mission statement describes the unit's core purpose or principal activities / functions	The mission statement clearly describes both the unit's core purpose and its principal activities / function	The mission statement clearly describes the unit's core purpose, its principal activities / functions, and acknowledges key stakeholders
Goals	No goals are provided	A general goal has been established	A measurable goal has been clearly articulated	2-3 measurable goals have been clearly articulated
Objectives for each goal	No key objectives are stated	Key objectives are stated, but they are not clear, they do not refer to end results, and do not focus on the institution's mission, strategic plan, or recipients / customers of the service	At least two objectives are provided that concern end results and are related to the institution's mission, strategic plan, or recipients / customers of the service	3-5 clear objectives are provided that focus on end results and are related to the institution's mission, strategic plan, or recipients / customers of the service
Assessment Methods	Little or no information is provided	Assessment measures are identified for some objectives. They do not necessarily yield clear, accurate information.	Assessment measures are clearly articulated for each objective. They match the objectives being measured and produce clear, accurate	Multiple assessment measures are clearly articulated for each objective. They match the objectives being measured and produce clear, accurate

			information.	information.
Targets / Benchmarks	No targets or benchmarks are provided	Targets and bench marks are identified for some assessment measures	Each assessment measure has a target or benchmark that establishes a minimum performance standard	Targets and benchmarks have been developed for each measure that describes a minimum level of performance. At least one target is quantifiable.
Use of Assessment Results	There is no evidence that the assessment results are shared, discussed, or used to improve effectiveness	Assessment information is collected but the results are not shared, discussed, or used in a systematic fashion to improve effectiveness	Results are used to modify or improve programs, services, resource allocation, work processes, or assessment strategies	Results are used to improve programs, services, resource allocation, work processes, or assessment strategies. They are used to help establish new performance targets. Positive results are shared with others when applicable.