

Rubric for Evaluating Mission and Core Themes (Standard One)

Criterion	Initial	Emerging	Developed	Highly Developed
Approval by Governing Board	Not reviewed by the Board in many years	Proposal prepared for submitting to the Board for review	Scheduled for the next Board meeting	Approved by the Board
Mission is widely published, derived from and understood by the institution's community	Mission is not discussed, is published in some locations, and understood only by a few	Mission is shared in some discussions, published in some locations across media, understood by those present in discussions	Mission is known by employees and students, published in most media used, understood by most employees and students	Mission is known by all constituents, published in all media used, understood by all employees and students
Mission articulates the institution's purpose as a higher education institution	Not clear if the primary purpose of the institution is comparable to higher education institutions	Purpose appears to be comparable to higher education institutions but is confusing, overextended, or is remiss of critical areas of higher education	Mission is comparable to institutions of higher education and articulates most critical areas of higher education institutions	Mission is a model for comparable institutions of higher education and articulates critical areas of higher education institutions
Institution articulates an acceptable threshold or extent of mission fulfillment through accomplishments	No clear articulation of mission fulfillment or accomplishments leading to mission fulfillment	Some thresholds or extent articulated but not thorough to acceptability to mission fulfillment or associated accomplishments	Most thresholds or extent articulated and acceptability is mostly clear to mission fulfillment or associated accomplishments	All thresholds or extent articulated and acceptability is clearly stated for mission fulfillment or associated accomplishments
Core themes manifest and encompass essential elements of the mission	Little or no alignment between the mission, purpose, and core themes	Alignment of mission and core themes in some areas of the mission and the institution's purpose	Core themes align with most critical areas of the mission and the purpose articulated	Core themes align and encompass critical areas of the mission and the purpose articulated
Objectives of Core Themes	Few or no objectives associated with core themes	Some core themes have objectives while other are lacking in development	Most core themes have developed objectives	All core themes have developed objectives
Core Theme Indicators are meaningful for the evaluation of Core Theme objectives	Meaningfulness of the indicators to core themes objectives is not apparent	Indicators are meaningful for some of their respective core theme objectives but not all	Most indicators are meaningful to their respective core theme objectives	All indicators are meaningful to their respective core theme objectives
Core Theme Indicators are assessable for the evaluation of Core Theme objectives	Most indicators are not assessable for the evaluation of core theme objectives	Some indicators are assessable and may be used for evaluation of core themes objective	Most indicators are assessable and may be used for evaluation of core themes objective	All of the indicators are assessable and may be used for evaluation of core themes objectives
Core Theme Indicators are verifiable for the evaluation of Core Theme objectives	Institution has not considered the accuracy of indicators	Institution has considered the accuracy of some indicators but not longitudinally	Institution has considered the accuracy of most indicators and proven accuracy over a few years	Institution has considered the accuracy of all indicators and proven accuracy longitudinally