SLU Goal 5 - Professional Contributions 811 Rubric

Student Learning Outcome (SLO) 9____– Management Plan. Students will understand the connection between management theory and its real-world application to educational leadership issues within schools and districts Measurement of SLO ____ – Management Plan: Students will identify and analyze one management issue that negatively affects their work environment, collect and present evidence to substantiate the claim and draw conclusions, and then construct an implementation plan with at least two strategies that incorporate applicable management theory to mitigate the issue

1. Identifies and analyzes one management issue that negatively affects work environment.

Unacceptable	Emerging	Proficient	Accomplished
Does not identify an issue and/or lacks in analysis.	Fails to identify the main issue adequately; presents underdeveloped analysis.	Successfully identifies the management issue; presents basic analysis.	Clearly identifies the main issue; successfully frames embedded related issues; analyzes all in depth.

2. Collects and presents evidence to substantiate the claim and draw conclusions.

Unacceptable	Emerging	Proficient	Accomplished
Offers little or no evidence; conclusions reached are unconfirmed, unreasonable, and/or invalid.	Collects and presents inadequate evidence for support or offers insufficient interpretation of the evidence provided, which leads to unsubstantiated conclusions.	Collects and presents important evidence for support; conclusions are acceptable/reasonable.	Collects and presents relevant evidence from multiple sources for support; rigorously evaluates the evidence; conclusions logically flow from the evidence presented.

3. Constructs two strategies.

Unacceptable	Emerging	Proficient	Accomplished
Constructs two strategies that do not address/resolve the management issue; or strategies presented are weakly developed and are not linked to the management issue presented; or no strategies are presented.	Constructs two strategies in which one or both somewhat or do not directly address the management issue's harms; or presents only one strategy; or one or both strategies are unclear and vaguely presented with little if any connection to the issue.	Constructs two strategies that adequately mitigate the management issue's harms.	Constructs two well-developed strategies that not only directly mitigates the management issue's harms, but also provides additional benefits to the organization.

4. Incorporates applicable management theory into strategies to mitigate the issue.

Unacceptable	Emerging	Proficient	Accomplished
Does not incorporate applicable management theory into the two strategies, or no theory is presented	Incorporates management theory that is somewhat irrelevant to the two strategies and/or	Incorporates and presents applicable management theory as it pertains to the two strategies and context/issue;	Incorporates and presents management theory that directly and succinctly connects to the two strategies and

in one or both strategies; scant evidence of creative or critical thinking.

context/issue; connections are weakly presented; assumes readers make connections; little evidence of original or critical thinking.

demonstrates insightful and critical thinking.

issue; demonstrates a perceptive understanding of theory's relevance to the context/issue and reveals innovative and critical thinking.

Close

in one or both strategies; scant evidence of

context/issue; connections are weakly presented; assumes readers make connections; little evidence of original or critical thinking.

demonstrates insightful and critical thinking.

issue; demonstrates a perceptive understanding of theory's relevance to the context/issue and reveals innovative and critical thinking.