



Partnership Rubric

What Is a Rubric?

A rubric is a scoring tool that lists criteria for varying levels of performance on a task or program characteristic where an objective rating method is desired.

The following sample rubric is from the Partnership for Reform in Science and Math (PRISM) initiative. The rubric has four levels: Beginning, Emerging, Developing and Accomplished. Each indicator strand has a brief written description of the different levels of performance based on performance criteria. Raters should use these descriptions to determine the level of accomplishment on each indicator. A rating at any level except “Accomplished” can be used to guide improvement.

Uses of Rubrics

- They help define quality in the area being rated.
- They can be used to articulate target goals for improvement.
- They provide the ability to track change or improvement over time.
- They provide a common set of definitions.
- They can be a useful communication tool among staff and partners.
- They support self-assessment and planning.

Partnership Rubric and Rating Form

Work with your team and use the Partnership Rubric on the following page to determine where you stand with your existing partners. Record which indicator you are referring to and what rating your team agreed upon. Record your responses on the Partnership Rating form and determine a target rating and date for accomplishing the target rating.



Partnership Rubric

Sample Partnership Evaluation Rubric

Indicators	Beginning (1)	Emerging (2)	Developing (3)	Accomplished (4)
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.



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Partnership Rating Form

Partner	Indicator	Evidence for Rating	Current Rating	Goal: Target Rating	Date for Target Rating
<i>Local library branch</i>	<i>Communication</i>	<i>Communication is very transactional at the moment. Would like to move into future planning with our mission and vision in mind.</i>	2	3	<i>Nov. 30th</i>



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