

## Diverse Educator Recruitment and Success Action Plan Rubric

Indicators	Needs improvement	Developing	Proficient	Exemplary
Written action plan	The initial action plan is incomplete. It lacks clear, measurable goals and strategies. Tasks and activities have not been developed.	The initial action plan is complete, including clear measurable goals, strategies, tasks, and activities.	The initial action plan is complete, including clear measurable goals, strategies, tasks, and activities that are based on data analysis.	The initial action plan is complete, including clear measurable goals, strategies, tasks, and activities that are based on data analysis and includes plans to scale and sustain efforts.
Parties* responsible  *Parties refer to role, person, or committee. It is recommend that parties be specific.	The action plan does not identify anyone responsible for executing strategies.	The action plan identifies at least one person responsible for some but not all strategies.	The action plan identifies at least one person responsible for executing each strategy.	The action plan identifies two or three persons responsible for executing each strategy.
Metrics and timeline	The team has not identified metrics to measure progress toward the action plan goals and objectives.	The team has identified metrics and a timeline for some goals and objectives and documented them in the plan. Methods for data collection and documentation have not been established.	The team has identified metrics and a timeline to measure progress across all goals and objectives and has established data collection and documentation methods across some but not all goals and strategies.	The team has identified metrics and a timeline to measure progress across all goals and objectives and has established methods to ensure collection and documentation across all goals and objectives.
Resources	The action plan does not specify any resources.	The action plan identifies resources for at least one strategy.	The action plan identifies resources for some but not all strategies.	The action plan identifies resources for each strategy, including personnel and funding for each strategy.