Performance Evaluation Rubric for Evaluation of Learning Systems Levels 1 & 2 Badges

| Skill | Basic performance | Intermediate | Advanced | Expert | Rating |
|-------------------------------|---------------------------------|--------------------------------|---------------------------------|-------------------------------------|----------------|
| Performed internal and | Busic performance | memediate | 7 ta vancea | Expert | Rating |
| external evaluations for | Implements formative | Conducts internal and | Leads internal and external | | |
| efficiency and effectiveness | evaluation plan to ensure | external feedback on | evaluation teams providing | | |
| of learning systems. Tailored | instructional goals and | instructional systems; tailors | feedback on instructional | | |
| evaluation approaches to | objectives are met; | evaluation processes to meet | systems. Analyzes evaluation | Provides guidance and makes | |
| unique situations, compiled | implements summative | unique learning situations; | data and makes | recommendations to leadership | |
| data to produce evaluation | evaluation plans to ensure the | compiles data to produce | recommendations to improve | based on evaluation data, | |
| reports, recommended | courses/programs outcomes | evaluation reports and makes | validity, effectiveness, and | Incorporates or employs new | |
| adjustments to learning | are effectively meeting | necessary adjustments to the | efficiency of learning | evaluation methods and | |
| systems. | stakeholder requirements | instructional system | systems | processes to meet strategic intent | |
| systems. | stakenoider requirements | mstructional system | The applicant has provided | The applicant has provided | |
| | | The applicant has provided | artifacts verifying that they | artifacts verifying that they have | |
| | The applicant has provided | artifacts verifying that they | have led internal evaluation | developed internal evaluation | |
| | artifacts verifying that they | have performed internal | teams, and was responsible | strategies that were used to guide | ☐ Basic |
| | have assisted evaluators gather | evaluations that were aligned | for ensuring evaluations | teams conducting actual | ☐ Intermediate |
| | internal evaluation data. | to an evaluation strategy. | aligned to an evaluation plan | evaluations. Artifacts should | ☐ Advanced |
| | Artifacts should include data | Artifacts should include | or strategy. Artifacts should | include evaluation plans, criteria, | ☐ Expert |
| | outputs from learning systems, | internal evaluation/inspection | include internal | organizational goals, mission, | □ Expert |
| | reports of established | reports, inspection findings, | evaluation/inspection reports, | and strategy documents, | |
| | measures produced by | or other substantiating | inspection findings, | evaluation reports, policy and/or | |
| Internal evaluation | learning systems, etc. | documentation. | evaluation team rosters, etc. | guidance. | |
| | rearring systems, etc. | The applicant has provided | C variation tourn resters, etc. | The applicant has provided | |
| | | artifacts verifying that they | The applicant has provided | artifacts verifying that they have | |
| | | have performed external | artifacts verifying that he/she | developed external evaluation | |
| | The applicant has provided | evaluations that were aligned | have led external evaluation | strategies that were used to guide | ☐ Basic |
| | artifacts verifying that they | to an evaluation strategy. | teams, and was responsible | teams conducting actual | ☐ Intermediate |
| | have assisted evaluators gather | Artifacts should include | for ensuring evaluations | evaluations. Artifacts should | ☐ Advanced |
| | external evaluation data. | external evaluation reports, | aligned to an evaluation plan | include evaluation plans, criteria, | ☐ Expert |
| | Artifacts should include data | survey summaries, interview | or strategy. Artifacts should | organizational goals, mission, | L'Apert |
| | outputs from learning systems, | summaries or other | include external evaluation | and strategy documents, | |
| | survey systems, reports from | substantiating | reports, interview summaries, | evaluation summaries, policy | |
| External evaluation | interviews, etc. | documentation. | evaluation team rosters, etc. | and/or guidance. | |
| | , | | The applicant has provided | | |
| | The applicant has provided | The applicant has provided | artifacts verifying that they | The applicant has provided | |
| | artifacts verifying that they | artifacts verifying that they | have made adjustments to | artifacts verifying that they have | ☐ Basic |
| | have responded to evaluator's | have made adjustments to | evaluation strategies in | developed evaluation strategies | |
| | requests to gather data | evaluation approaches in | response to unique situations | and policy that allows | ☐ Intermediate |
| | supporting unique situations. | response to unique situations | or local mission. Artifacts | adjustments in response to | ☐ Advanced |
| | Artifacts should include data | or local mission. Artifacts | should include evaluation | unique situations or local | ☐ Expert |
| | outputs from learning systems, | should include evaluation | reports, mission, vision, | mission. Artifacts should include | |
| Tailored evaluation | reports from interviews, | reports, mission dependent | strategy, evaluation strategy | evaluation strategy documents, | |
| approaches | mission dependent data, etc. | data summaries, etc. | documents. etc. | policy, and guidance. etc. | |

| Per | formance Evaluation Ru | ıbric fo | r Evaluation of l | Learning Systems Leve | ls 1 & 2 Badges | |
|--|--|---|--|--|--|--|
| Data analysis | The applicant has provided artifacts verifying that they have used data systems to gather and compile data requested by evaluators. Artifacts should include data outputs from learning systems, custom reports of learning measures produced by learning systems, etc. | artifacts have and and qual determin effective systems, verified Artifacts analysis | licant has provided verifying that they alyzed quantitative itative data to be efficiency and eness of learning determines if data defined goals. It is should include data reports, summaries, al analysis of learning lata, etc. | The applicant has provided artifacts verifying that they have analyzed qualitative and quantitative data and developed reports that recommend changes to learning systems, courses, programs, etc. Artifacts should include reports, supported by data analytics, recommending changes or improvements to learning systems. etc. | The applicant has provided artifacts verifying that they have developed data analysis strategies, validated key metrics, approved data visualizations, etc. Artifacts should include reports, policy, or guidance that defines data analysis strategies, analysis that underpins key performance indicators, scorecards, or dashboards reporting efficiency and effectiveness of learning systems. | ☐ Basic ☐ Intermediate ☐ Advanced ☐ Expert |
| Process improvement | The applicant has provided artifacts verifying they have completed formal continuous process improvement training provided by a certified green or black belt. | The app artifacts participa process rapid im under th | verifying they have ted in continuous improvement teams, provement events e supervision of a green or black belt. | The applicant has provided artifacts verifying they have co-led continuous process improvement teams, rapid improvement events under the supervision of a certified black belt. | The applicant has provided artifacts verifying they have led process improvement teams, rapid improvement events. Green belt certification will meet this level of performance. | ☐ Basic ☐ Intermediate ☐ Advanced ☐ Expert |
| | | | | | | |
| Criteria for Award | Time in position | | Supervisor's recommendation | | Performance Certification | |
| Level 1: 80% of tasks are evidenced at the <i>intermediate</i> level or higher | | | Supervisor/Reviewer Signature Level 1 Badge is recommended by the earner's supervisor or reviewer knowledgeable in the subject | | Certifier/Issuer Signature Level 1 Badge is certified by the issuer, typically the senior 1750 in the organization | |
| Level 2: 80% of tasks are evidenced at the <i>advanced</i> leve or higher | Award of the Level 1 Badge – Note: individuals with 24 months in a full time evaluation position may apply directly for the Level 2 badge | | Supervisor/Reviewer Signature Level 2 Badge is recommended by the earner's supervisor or reviewer knowledgeable in the subject | | Certifier/Issuer Signature Level 2 Badge is certified by the issuer, typically the senior 1750 in the organization | |

Earner Email (linked to Credly acct)

Date issued

Earner First Name

Earner Last Name