

**Crafton Hills College  
 Planning and Program Review Committee  
 Noninstructional Program Effectiveness Evaluation Rubric**

Variable	Rating	Score	Comments
Outcomes: Process	3 = Outcomes have been defined, assessed and evaluated; all needed improvements have been identified and implemented or scheduled for implementation. 2 = Outcomes cycle is partially complete. 1 = Outcomes cycle has not been started or is so poorly executed that it is virtually useless.		
Outcomes: Results	3 = Results indicate that the program is serving its clients very effectively in all or almost all outcome areas, and that few, if any, improvements are needed; if any improvements are needed, all are identified. 2 = Results indicate that the program is serving its clients moderately effectively, or effectively only in some outcome areas, and that some improvements are needed; most or all improvements are identified. 1 = The program has not yet obtained useful results, or results indicate that the program is not serving its clients effectively and that substantial improvements are needed.		
Other Effectiveness Measures	3 = At least one additional, useful effectiveness measure has been defined and applied; results indicate that the program is serving its clients very effectively, and that few, if any, improvements are needed; if any improvements are needed, all are identified. 2 = At least one additional, useful effectiveness measure has been defined and applied; results indicate that the program is serving its clients moderately effectively, or effectively only in some outcome areas, and that some improvements are needed; most or all improvements are identified. 1 = No additional effectiveness measure has been applied, or the program has not yet obtained useful results, or results indicate that the program is not serving its clients effectively and that substantial improvements are needed.		

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Goals, Objectives, and Action Plans	<p>3 = Goals, objectives, and action plans are clearly related to the self-evaluation information, reasonable, and likely to produce improvements; significant progress has been made on goals and objectives formulated in the previous cycle (if applicable).</p> <p>2 = Goals, objectives, and action plans are partially related to the self-evaluation information, not entirely clear, not entirely reasonable, and/or somewhat unlikely to produce improvements; some progress has been made on goals and objectives formulated in the previous cycle (if applicable).</p> <p>1 = Goals, objectives, and action plans are absent, unrelated to the self-evaluation, unclear, unreasonable, and/or very unlikely to produce improvements; little or no progress has been made on goals and objectives formulated in the previous cycle (if applicable).</p>		
Alignment with College Mission	<p>3 = Unit mission and goals clearly contribute to the College mission.</p> <p>2 = Unit mission and goals are somewhat or partially related to the College mission, but the contribution to that mission is unclear.</p> <p>1 = Unit mission and goals do not contribute to the College mission.</p>		