

# RUBRIC



**RURAL  
ONLINE  
INITIATIVE**

	MEETS EXPECTATIONS	APPROACHES EXPECTATIONS	DOES NOT MEET EXPECTATIONS
<b>CULTURE</b>	Clearly communicates a plan to correct and build company culture and clearly identifies how to incorporate culture in the LDP.	Clearly communicates a plan to correct and build company culture or clearly identifies how to incorporate culture in the LDP.	Does not communicate a plan to correct and build company culture. Does not identify how to incorporate culture in the LDP.
<b>COMMUNICATION</b>	Communication agreement is complete with examples and non-examples and assessment of self and team communication is complete including identifying areas of strength and opportunities for growth.	Communication agreement is complete with examples and non-examples or assessment of self and team communication is complete including identifying areas of strength and opportunities for growth.	Communication agreement is not complete with examples and non-examples and assessment of self and team communication is not complete.
<b>PERFORMANCE MANAGEMENT</b>	Identifies areas of strength and areas of opportunity for both self and team and creates a complete plan to address self and team weaknesses including communicating, tracking and evaluating.	Identifies areas of strength and areas of opportunity for both self and team or creates a complete plan to address self and team weaknesses including communicating, tracking and evaluating.	Does not identify areas of strength and areas of opportunity for both self and team and does not create a complete plan to address self and team weaknesses including communicating, tracking and evaluating.
<b>CONFLICT MANAGEMENT</b>	Identifies areas of strength and areas of opportunity for both self and team and creates a complete plan to address self and team weaknesses including communicating, tracking and evaluating including a conflict management flow.	Identifies areas of strength and areas of opportunity for both self and team or creates a complete plan to address self and team weaknesses including communicating, tracking and evaluating including a conflict management flow.	Does not identify areas of strength and areas of opportunity for both self and team and does not create a complete plan to address self and team weaknesses including communicating, tracking and evaluating including a conflict management flow.
<b>VISION</b>	Clearly communicates vision to the team and clearly describes incorporating vision into the leadership development plan.	Clearly communicates vision to the team or clearly describes incorporating vision into the leadership development plan.	Does not describe how to incorporate vision into the leadership development plan. Does not communicate vision to team.
<b>CHANGE MANAGEMENT</b>	Identifies areas of strength and areas of opportunity for both self and team and creates a complete plan to address self and team weaknesses including communicating, tracking and evaluating and a 5 Phase change management process.	Identifies areas of strength and areas of opportunity for both self and team or creates a complete plan to address self and team weaknesses including communicating, tracking and evaluating and a 5 Phase change management process.	Does not identify areas of strength and areas of opportunity for both self and team and does not create a plan to address self and team weaknesses including communicating, tracking and evaluating and a 5 Phase change management process.
<b>LEARNING AND DEVELOPMENT</b>	Identifies areas of strength and areas of opportunity for both self and team and creates a complete plan to address self and team weaknesses and creates a learning plan that identifies relevance, resources and guides.	Identifies areas of strength and areas of opportunity for both self and team or creates a complete plan to address self and team weaknesses or creates a learning plan that identifies relevance, resources and guides.	Does not identify areas of strength and areas of opportunity for both self and team and does not create a complete plan to address self and team weaknesses and does not create a learning plan that identifies relevance, resources and guides.