

Program and Partnership Evaluation Rubric

This rubric is designed to aid in a strategic, collaborative and equity driven process for pursuing the development or continuation of partnerships and programs.

Attribute	1	2	3	4	5	Score
Mission Alignment & Annual Goals	Low alignment with mission & no accomplishment of annual goals.	Low alignment with mission & low probability of accomplishing 1 annual goal.	Moderate alignment with mission & moderate probability of accomplishing 1 annual goal.	Strong alignment with mission & high probability of accomplishing 1 or more annual goal.	Strong alignment with mission & high probability of accomplishing 2 or more annual goals.	
Digital Equity & Inclusion	10% of participants will be from underrepresented communities, program partner does not demonstrate a commitment to equity & inclusion initiatives.	30% of participants will be from underrepresented communities, program partner demonstrates a low commitment to equity & inclusion initiatives.	50% of participants will be from underrepresented communities, program partner demonstrates a moderate commitment to equity & inclusion initiatives.	70% of participants will be from underrepresented communities, program partner demonstrates a high commitment to equity & inclusion initiatives.	90% of participants will be from underrepresented communities, program partner is a respected leader in equity & inclusion.	
Fiscal Responsibility	The funding strategy relies 100% on in-kind resources from Open Signal, qualifies for 0 outside funding opportunities & has no ability to contribute to future resources or diversification of funding streams.	The funding strategy relies 80% on in-kind resources from Open Signal, qualifies for minimal outside funding opportunities & has low probability to contribute to future resources or efforts to diversify funding streams.	The funding strategy relies 50% on in-kind resources from Open Signal, qualifies for moderate outside funding opportunities & has 50% probability to contribute to future resources or efforts to diversify funding streams.	The funding strategy relies 30% on in-kind resources from Open Signal, has a high probability of qualifying for outside funding opportunities & has 80% probability to contribute to future resources or efforts to diversify funding streams.	The funding strategy will cover costs, relies 0% on in-kind resources from Open Signal & has 100% probability to contribute to future resources or efforts to diversify funding streams.	
Internal Resource Allocation	High Open Signal staff involvement, high facility & equipment use that will not be accommodated with current initiatives.	High Open Signal staff involvement, high facility & equipment use that requires adjusting existing initiatives to accommodate.	Moderate involvement from Open Signal staff, moderate facility & equipment use.	Minimal involvement from Open Signal staff, low facility & equipment use.	Open Signal staff, facilities & equipment will not be utilized.	
Cultural Responsiveness, Innovation & Adaptability	The program does not respond to community need, is not innovative & does not have the ability to adapt to changing situations.	Community need is supported by anecdotal data, low level of innovation & low probability of adapting to changing situations.	Community need is supported by data, moderate level of innovation & moderate ability to adapt to changing situations.	Community need is supported by data, high level of innovation & high probability of adapting to changing situations.	Significant community need is supported by robust data, high level of innovation & high probability of adapting to changing situations.	
Career Advancement Capability	Participants will not gain skills to prepare them for their careers, relationships will not be made with industry leaders & a sustainable career pipeline will not be established.	Participants will gain minimal skills to prepare them for their careers, few relationships will be made with industry leaders & a sustainable career pipeline will not be established.	Participants will gain skills to prepare them for their careers, few relationships will be made with industry leaders & a moderate career pipeline will be established.	Participants will be qualified to advance in their career, relationships will be made with multiple industry leaders & a strong career pipeline will be established.	Participants will be highly qualified to advance their careers, strong relationships will be made with multiple industry leaders & a sustainable career pipeline will be established.	
Value Exchange	This partnership will not be mutually beneficial, Open Signal will manage 100% of the responsibilities, the partner will not commit funds, content, staff, volunteers or resources of any kind.	Open Signal will manage 80% of the responsibilities, the partner will commit minimal funds, content, staff, volunteers &/or resources.	Open Signal will manage 70% of the responsibilities, the partner will commit moderate funds, content, staff, volunteers &/or resources.	Open Signal will manage 60% of the responsibilities, the partner will commit moderate funds, content, staff, volunteers &/or resources.	This partnership will be mutually beneficial, Open Signal will manage 50% of the responsibilities, the partner will commit a high amount of funds, content, staff, volunteers &/or resources.	
					TOTAL:	