# Quality Rubric Based on Herkimer's Core Values

Department: _____          Contact: _____

Initiative: _____          Date: _____

The mission of Herkimer College is to serve our learners by providing high quality, accessible educational opportunities and services in response to the needs of the local and regional communities. We emphasize the following core values as we strive to achieve this mission:

| Core Values | Poor- 0 *No action* | Fair – 1 *Convenient* | Good – 2 *Compliant* | Very Good-3 *Growth* | Excellent-4 *Promotes future growth* | Measurement/ Score |
|---|---|---|---|---|---|---|
| **EXCELLENCE:** To encourage all constituencies of the college community to pursue the highest standards of performance in their academic and professional work. | Performance is insufficient, yielding few or no outcomes. | Performance outcomes are convenient; completed, but without significant contribution to goals. | Performance outcomes are compliant with regulatory mandates, supported by assessments. | Performance outcomes are compliant with mandates, resulting in growth for the department and/or initiative; based on direct outcomes assessment. | Performance outcomes are compliant & measured, with documented contribution to goals; established growth and plans promote future excellence. | |
| **OPPORTUNITY:** To provide access to quality, affordable lifelong learning opportunities and to maintain an environment that fosters individual growth and development for all. | Incomplete provisions; missed opportunities. | Provides some opportunity for some constituents; no pattern for continual growth in creating/using opportunities is established. | Indications of providing opportunities for growth for most constituents; generally communicated to most constituents. | Provides and uses opportunities for growth and development, based on assessments; communicated to all constituents. | Provides and promotes accessible growth opportunities creatively and continuously to all constituents, with appropriate plans for future development and opportunity. | |
| **COMMUNITY:** To foster a collaborative campus environment that promotes civility, creativity, diversity, open communication, social responsibility, and mutual respect among students, faculty, staff, and the public. | Not collaborative, nor promoting attributes of community. | Collaborative with some constituents, not all; communication among and between constituents is ineffective or non-existent. | Collaborative with all constituents (students, faculty, staff and public), communicating within a closed circle. | Collaboration with all constituents, based on assessments, practicing open communication using a variety of communication methods. | Collaborative with all constituents, promoting open communication and creativity in future collaborative opportunities. | |
| **INTEGRITY:** To embrace the values of honesty, respect, consistency, diversity and responsibility, in order to provide fair and equal treatment for all. | Fails to embrace attributes of integrity. | Embraces some attributes/values of integrity; questionable fairness and equality | Embraces all attributes of integrity, supported by assessment data. | Embraces all attributes of integrity and fosters sustainability of integrity in practices with all constituents. | Promotes all attributes of integrity and sets high standards with constituents, fostering sustainable integrity in philosophy and actions. | |
| **Comments:** Evaluate and Recommend actions and communications. | | | | | | |