

**PSY 614 Milestone Three: Assessment Plan Rubric**

**Milestone Three Assignment:** Develop an assessment plan for the organization described in the case study based on the leadership strategies you recommended and described in Milestone Two. What is your assessment plan? Include a plan for assessment that incorporates employee feedback and performance metrics data. What should be measured? How should it be measured to ensure validity and reliability? How should that data be interpreted and acted upon?

**Guidelines for Submission:** Double-spaced Word document, 12-point Times New Roman font, 1-inch margins, APA format, 3–4 pages in length, not including title page and references.

Critical Elements	Exemplary (100%)	Proficient (90%)	Needs Improvement (70%)	Not Evident (0%)	Value
<b>Assessment: Employee Feedback and Performance Metrics Data</b>	Meets “Proficient” criteria, and any limitations of the assessment plan are addressed and qualified	Proposes an assessment plan that appropriately uses employee feedback and performance metrics data	Does not sufficiently propose an assessment plan that appropriately uses employee feedback and performance metrics data	Employee feedback and performance metrics data is not evident	25
<b>Assessment: Validity and Reliability</b>	Meets “Proficient” criteria, and any limitations of the assessment plan are addressed and qualified	Makes and justifies claims about how to use the assessment plan to ensure validity and reliability	Does not sufficiently make or justify claims about how to use the assessment plan to ensure validity and reliability	Validity and reliability are not evident	25
<b>Assessment: interpretation</b>	Meets “Proficient” criteria and recommends insightful ways to apply the data	Proposes multiple specific examples on how to interpret and apply the data	Does not sufficiently provide examples on how to interpret and apply the data	Examples on how to interpret and apply the data are not evident	25
<b>Organization</b>	Applies highly effective pattern of organization around a logical flow (introduction, body, and conclusion) to effectively communicate the assessment plan	Applies clear pattern of organization around a logical flow (introduction, body, and conclusion) to effectively communicate the assessment plan	Does not sufficiently apply clear pattern of organization around a logical flow (introduction, body, and conclusion) to effectively communicate the assessment plan	Organization of ideas is not evident	10
<b>Articulation of Response</b>	Submission is free of errors related to citations, grammar, spelling, and syntax and is presented in a professional and easy-to-read format	Submission has no major errors related to citations, grammar, spelling, or syntax	Submission has major errors related to citations, grammar, spelling, or syntax that negatively impact readability and articulation of main ideas	Submission has critical errors related to citations, grammar, spelling, or syntax that prevent understanding of ideas	15
<b>Earned Total</b>					<b>100%</b>