



CJ 550 Final Project Milestone Three Guidelines and Rubric

Overview: The performance assessment allows you to gauge the current level at which the criminal justice organization is performing. It will identify areas in which the organization is excelling and areas in which the organization needs improvement. This is the foundation for planning a strategic response to any identified deficiencies within the criminal justice organization.

Prompt: Submit a draft of the performance assessment (Section III: D) of your final project.

Specifically, the following **critical elements** must be addressed:

- D. **Performance Assessment:** In this section, you will assess the performance of your selected subdivision in the organization in relation to the mission and goals of the overall organization by performing a SWOT (strengths, weaknesses, opportunities, and threats) analysis.
- Identify the major **internal factors** that positively and negatively affect the organizational performance. Justify your identifications. For example, a key internal factors may be the selection criteria for staff or clients.
 - Identify the major **external factors** that positively and negatively affect the organizational performance. Justify your identifications. For example, key external factors may include laws, legislators, and citizen input.
 - Based on the previously identified internal factors, analyze whether or not the organization is maximizing its **strengths and** minimizing its **weaknesses**. Substantiate your claims. For example, consider the areas of the subdivision that have the most impact on success, such as the classification of offenders.
 - Based on the previously identified external factors, analyze whether or not the organization is maximizing its **opportunities and** minimizing its **threats**. Substantiate your claims. For example, consider the areas that are most vulnerable in assuring success and how these can be turned into strengths, such as housing inmates in a reception area to adequately assess their needs, not simply classifying on offense criteria.

Guidelines for Submission: Your paper must be submitted as a 2- to 3-page Microsoft Word document with double spacing, 12-point Times New Roman font, one-inch margins, and at least three sources cited in APA format.

Critical Elements	Proficient (100%)	Needs Improvement (80%)	Not Evident (0%)	Value
Performance Assessment: Internal Factors	Identifies the major internal factors that positively and negatively affect the organizational performance, justifying identifications	Identifies the major internal factors that positively and negatively affect the organizational performance, justifying identifications, but with gaps in detail, logic, or justification	Does not identify the major internal factors that positively and negatively affect the organizational performance	20
Performance Assessment: External Factors	Identifies the major external factors that positively and negatively affect the organizational performance, justifying identifications	Identifies the major external factors that positively and negatively affect the organizational performance, justifying identifications, but with gaps in detail, logic, or justification	Does not identify the major external factors that positively and negatively affect the organizational performance	20

Performance Assessment: Strengths and Weaknesses	Analyzes whether or not the organization is maximizing its strengths and minimizing its weaknesses based on the identified internal factors, substantiating claims	Analyzes whether or not the organization is maximizing its strengths and minimizing its weaknesses based on the identified internal factors, substantiating claims, but with gaps in detail, logic, or justification	Does not analyze whether or not the organization is maximizing its strengths and minimizing its weaknesses based on the identified internal factors	25
Performance Assessment: Opportunities and Threats	Explains whether or not the organization is maximizing its opportunities and minimizing its threats based on the identified external factors, substantiating claims	Explains whether or not the organization is maximizing its opportunities and minimizing its threats based on the identified external factors, substantiating claims, but with gaps in detail, logic, or justification	Does not explain whether or not the organization is maximizing its opportunities and minimizing its threats based on the identified external factors	25
Articulation of Response	Submission has no major errors related to citations, grammar, spelling, syntax, or organization	Submission has major errors related to citations, grammar, spelling, syntax, or organization that negatively impact readability and articulation of main ideas	Submission has critical errors related to citations, grammar, spelling, syntax, or organization that prevent understanding of ideas	10
Total				100%