

**IDC Leadership & Advocacy Master Rubric**

Competency	Distinguished	Proficient	Needs Improvement	Unsatisfactory	Unable to Assess
<p><b>LA1:</b> Evaluate organizational climate and program and classroom quality, using valid and reliable tools, and implement improvement plans based on data gathered.</p> <p><b>IDC:</b> LA2, LA3</p>	<p>Establishes and models the consistent use of established, valid and reliable tools to assess the organizational climate and program and classroom quality, and implements improvement plans based on data gathered</p>	<p>Chooses and implements the consistent use of established, valid and reliable tools to assess the organizational climate and program and classroom quality, and uses data gathered to make data driven program decisions.</p>	<p>Implements tools to assess the organizational climate and program and classroom quality but does not consistently utilize data gathered</p>	<p>Does not assess the organizational climate and program and classroom quality in valid and reliable ways, and/or ignores data in program decision making</p>	
<p><b>LA2:</b> Collaboratively evaluate program effectiveness and utilize data to inform continuous quality improvement efforts.</p> <p><b>IDC:</b> LA1, LA4</p>	<p>Creates and supports an environment where ECE professionals and families consistently and substantively assess and collect data on program effectiveness and utilize data to inform continuous quality improvement efforts.</p>	<p>Works effectively with peers and families to assess and collect data on program effectiveness and utilize data to inform improvement efforts.</p>	<p>Involves others in some program assessment and data collection efforts.</p>	<p>Does not involve peers and families in program assessment and data collection efforts.</p>	
<p><b>LA3:</b> Collaborate with staff, families, community stakeholders, and professional organizations in support of high-quality early childhood services for young children and their families.</p> <p><b>IDC:</b> LA6, LA7</p>	<p>Models and advocates collaborative strategies that include staff, families, community stakeholders, and professional organizations in support of high-quality early childhood services for young children and their families.</p>	<p>Strives to work with staff, families and community stakeholders in support of high-quality early childhood services for young children and their families.</p>	<p>Attempts to work with staff, families and community stakeholders, in support of services for young children and their families.</p>	<p>Ignores staff, families, community stakeholders, and professional organizations in in center and programmatic policy making</p>	
<p><b>LA4:</b> Advocate for effective early childhood and school age systems and the advancement of the field.</p> <p><b>IDC:</b> LA5</p>	<p>Promotes and encourage at all levels effective early childhood and school age systems and the advancement of the field.</p>	<p>Supports through consistent example and involvement. effective early childhood and school age systems</p>	<p>Supports early childhood and school age systems.</p>	<p>Does not see self as a professional model or promoter of effective early childhood and school age systems</p>	

Level 4—Beige

Level 5—Blue

Level 6—Purple