

IDC Legal & Fiscal Management Master Rubric

Competency	Distinguished	Proficient	Needs Improvement	Unsatisfactory	Unable to Assess
<p><u>LFM1:</u> Develop policies and procedures and implement best practices in alignment with federal, state, and local mandates.</p> <p>IDC: HRD11, LFM7, LFM8, LFM9, LFM10</p>	<p>Articulates and models for other ECE professionals, policies and procedures that are examples of best practices and are in alignment with federal, state, and local mandates.</p>	<p>Formulates center/program policies and procedures that reflect best practices and align with federal, state, and local mandates.</p>	<p>Formulates center/program policies and procedures and attempts to align with federal, state, and local mandates.</p>	<p>Creates center/program policies and procedures that do not reflect best practices or align applicable mandates.</p>	
<p><u>LFM2:</u> Develop fiscal policies and procedures and implement best practices to support sound fiscal operations.</p> <p>IDC: LFM1, LFM3, LFM5, LFM6</p>	<p>Articulates and models for other ECE professionals, fiscal policies that are examples of best practices and are in alignment with federal, state, and local mandates.</p>	<p>Formulates center/program fiscal policies that reflect best practices and align with federal, state, and local mandates.</p>	<p>Formulates center/program fiscal policies and attempts to align with federal, state, and local mandates.</p>	<p>Creates center/program fiscal policies that do not reflect best practices or align applicable mandates.</p>	
<p><u>LFM3:</u> Strategically implement best practices to support long-term fiscal health, equitable compensation for staff, and effective services for children and families.</p> <p>IDC: LFM2, LFM4, LFM6</p>	<p>Collaborates with all stakeholder groups to incorporate sustainable, substantive fiscal policies and procedures reflective of best practices that support long-term fiscal health, equitable compensation for staff, and effective services for children and families.</p>	<p>Builds fiscal policies and procedures that support equitable compensation for staff, and effective services for children and families.</p>	<p>Authors fiscal policies and procedures that attempt to support effective services for children and families.</p>	<p>Builds fiscal policies and procedures that are careless in regard to long-term fiscal health, ignore equitable compensation for staff, or provide inadequate funding to effectively serve children and families.</p>	
<p><u>LFM4:</u> Develop procedures to evaluate the effectiveness of operating budgets, resource allocation, and the potential utilization of blended funding streams.</p> <p>IDC: LFM5</p>	<p>Promotes with other ECE leaders' effective evaluative procedures which consistently provide data to justify the effectiveness of operating budgets and resource allocation, and the potential utilization of blended funding streams</p>	<p>Formulates evaluative procedures which consistently provide data to justify the effectiveness of operating budgets and resource allocation</p>	<p>Implements some evaluative procedures which provide data to inform usefulness of operating budgets and resource allocation</p>	<p>Does not have or use data to justify the effectiveness of operating budgets and/or resource allocation</p>	

Level 4—Beige

Level 5—Blue

Level 6—Purple