

**MPA Program Assessment of Student Learning Rubric**

**Evaluator:** \_\_\_\_\_ **Professional Report#** \_\_\_\_\_

POLS 788 consists of a decision-making exercise, written as a professional report, which serves as the capstone requirement of the Master of Public Administration program. The students integrate and use the material learned in the MPA program to demonstrate their ability to make sound decisions in public or nonprofit sector organizations. Please indicate the extent to which the following measures of student learning are evident in the report.

**Score: Clearly Evident (2); Partly Evident (1); Not evident (0); Not Applicable (NA)**

<b>Measure</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>Score</b>
1. Communication & Leadership Strategy	The professional report includes a fully developed communication and leadership strategy appropriate for interacting productively with a diverse array of stakeholders.	A communication and leadership strategy is presented, but does not appear appropriate for interacting productively with a diverse array of stakeholders.	No communication and leadership strategy is presented.	
2. Public Interest	The professional report specifically addresses and convincingly demonstrates that its proposed plan of action is consistent with the public interest.	The professional report mentions or advances an argument that needs further development to demonstrate that its proposed plan of action is consistent with the public interest.	The professional report presents no argument that its proposed plan of action is consistent with the public interest.	
3. Budget Proposal	The professional report includes a professional and transparent budget that reflects the needs and preferences of the organization and its stakeholders.	The professional report includes a budget, but is not transparent and/or reflective of the needs and preferences of the organization and its stakeholders.	The professional report does not include a budget proposal.	
4. HRM/Personnel Issues	The professional report identifies the human resource issues involved, and utilizes best practices in addressing those issues from a public service perspective.	The professional report identifies at least some of the human resource issues involved, and offers some recommendations for addressing those issues.	The professional report does not identify the human resource issues involved.	

5. Organizational Design	The professional report identifies the organizational design issues involved, and utilizes best practices in addressing those issues from a public service perspective.	The professional report identifies some of the organizational design issues involved, and offers some recommendations for addressing those issues.	The professional report does not identify the organizational design issues involved.	
6. Decision Making Tools/Strategies	The professional report critically assesses and synthesizes the various decision making tools and strategies utilized by other public and non-profit organizations.	The professional report describes at least some of the decision making tools and strategies utilized by other public and non-profit organizations, but does not critically assess or synthesize those tools and strategies.	The professional report does not identify any decision making tools and strategies utilized by other public and non-profit organizations.	
7. Constitutional/Legal Issues	The professional report adequately considers all of the relevant constitutional and legal implications for the organization and its stakeholders.	The professional report considers some of the constitutional and legal implications for the organization and its stakeholders.	The professional report does not consider the constitutional and legal implications for the organization and its stakeholders.	
8. Assessment Methodology	The professional report includes an appropriate assessment methodology for evaluating the effectiveness of the proposed plan of action.	The professional report includes an assessment methodology that needs further development in order to evaluate the effectiveness of the proposed plan of action.	The professional report does not include an assessment methodology.	
9. Ethical Issues	The professional report adequately considers all of the relevant ethical implications for the organization and its stakeholders.	The professional report considers some of the ethical implications for the organization and its stakeholders.	The professional report does not consider the ethical implications for the organization and its stakeholders.	
10. Policy Process	The professional report demonstrates a full understanding of the relevant policy process.	The professional report demonstrates a partial understanding of the relevant policy process.	The professional report does not demonstrate an understanding of the relevant policy process.	