

## Professional Improvement Leave Application Evaluation Rubric

I: Quality of Proposal (Maximum = 9 Points)	Exceptional Quality (3)	Good Quality (2)	Adequate Quality (1)	Very Low Quality (0)
<p><b>Planned Purpose</b> Provides a statement of purpose of what the faculty member expects to accomplish as a result of the leave. <b>Score: ____</b></p>	Provides exceptional clarity, organization, and thoroughness in the statement of purpose.	Provides clarity, organization, and thoroughness in the statement of purpose.	Provides adequate clarity, organization, and thoroughness in the statement of purpose.	Provides very low clarity, organization, and thoroughness in the statement of purpose.
<p><b>Planned Objectives and Expected Outcomes</b> Provides a clear and observable statement of the project's planned objectives and expected outcomes. <b>Score: ____</b></p>	The statement of planned objectives and expected outcomes is exceptionally clear and observable.	The statement of planned objectives and expected outcomes is clear and observable.	The statement of planned objectives and expected outcomes is adequately clear and observable.	The statement of planned objectives and expected outcomes is minimally clear and observable.
<p><b>Planned Activities</b> Planned activities represent the process by which the individual expects to accomplish his/her objectives. Faculty are encouraged to be as detailed as possible in this section, and may consider including items like a timeline or milestones they plan to meet. <b>Score: ____</b></p>	The activities are thoughtfully planned and organized exceptionally well to achieve the project's objectives.	The activities are thoughtfully planned and organized well to achieve the project's objectives.	The activities are planned and organized adequately to achieve the project's objectives.	The activities are minimally planned and organized to achieve the project's objectives.

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II: Value/Benefit to the Group (Maximum = 12 points)	Exceptional Value/Benefit (3)	Good Value/Benefit (2)	Some Value/Benefit (1)	Very Little or No Value / Benefit (0)
<p><b>A)</b> A statement of expected value or benefit to the applicant describes how the PIL contributes to the advancement of the applicant as a professor and/or as a scholar in their discipline.  <b>Score:</b> _____</p>	Provides exceptional evidence of how the project supports the personal and professional growth of the applicant.	Provides good evidence of how the project supports the personal and professional growth of the applicant.	Provides some evidence of how the project supports the personal and professional growth of the applicant.	Provides very little or no evidence of how the project supports the personal and professional growth of the applicant.
<p><b>B)</b> A statement of expected value/benefit to the applicant's discipline describes how the PIL contributes to the advancement of the applicant's discipline or issues impacting higher education within that discipline inside or outside of the College.  <b>Score:</b> _____</p>	Provides exceptional evidence of the benefit to the discipline.	Provides good evidence of the benefit to the discipline.	Provides some evidence of the benefit to the discipline.	Provides very little or no evidence of the benefit to the discipline.
<p><b>C)</b> A statement of expected value/benefit to the applicant's students describes how the PIL contributes to the enhancement of students' educational experiences inside or outside of the classroom.  <b>Score:</b> _____</p>	Provides exceptional evidence of how the project promotes instructional excellence and enhances students' learning.	Provides good evidence of how the project promotes instructional excellence and enhances students' learning.	Provides some evidence of how the project promotes instructional excellence and enhances students' learning.	Provides very little or no evidence of how the project promotes instructional excellence and enhances students' learning.
<p><b>D)</b> A statement of expected value/benefit to the College describes how the project advances the goals and mission of the College (which includes colleagues, administration, staff, etc., but excludes students).  <b>Score:</b> _____</p>	Provides exceptional evidence of the benefit to the College.	Provides good evidence of the benefit to the College.	Provides some evidence of the benefit to the College.	Provides very little or no evidence of the benefit to the College.
<p><b>Total for Section I:</b> _____/ 9  <b>Total for Section II:</b> _____/12  <b>Overall Score:</b> _____/21</p>	<p><b>COMMENTS:</b></p>			

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Evaluator's Name: \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_