

INNOVATION REFLECTION RUBRIC

New Initiatives, New Courses & Program Modifications

Alignment | Coherence | Innovation

Purpose: *This reflection tool is to be used to guide conversations around the potential new initiative, new course or program modification being proposed.*

PLANNING ELEMENTS	INITIATION 1	DEVELOPING 2	SOLID 3
Rationale	Proposal provides a general or unclear understanding of how the proposed change meets a specific need and hasn't yet demonstrated the signs of improving student learning / school system.	Background is clear, though it hasn't yet created a compelling picture of how this improvement would positively impact student learning / school system.	Rationale for the change is concisely communicated and demonstrates how this forward-thinking improvement will meet a specific and quantifiable need and positively improve student learning / school system.
Alignment	This proposal appears unaligned. Connections made are vague and aren't apparent between department, school-level goal, district initiative or DPI identified need.	Broad connections are made between the department, school-level goal, district initiative or DPI identified need.	Clear and refined connections are made at advancing the district's strategic plan, school-level, DPI or department goals. Student learning results are an emphasis of this proposal.
Estimated Costs	Dollar amounts are estimates and do not provide much detail.	Segmented costs have been completed for some of the proposal parts, but not for the whole project.	A succinct plan has been developed with the accompanying financial, short and long term costs identified.
Plan for Evaluation	No clear plan for evaluating this change has been developed yet.	A plan to evaluate this change was spoken about, but concerns remain about the actual details and deployment of the evaluation.	A plan and process has been identified to determine the overall customer satisfaction, including the incorporation of student learning data (where appropriate).