

Leadership and Culture Survey Development Scoring Guide

CRITERIA	NON-PERFORMANCE	BASIC	PROFICIENT	DISTINGUISHED
Develop questions to evaluate PMC's department leadership.	Does not outline questions to evaluate PMC's department leadership.	Outlines, but does not develop questions to evaluate PMC's department leadership.	Develops questions to evaluate PMC's department leadership.	Develops questions to evaluate PMC's department leadership and explains the rationale for why these survey questions and scaling could provide substantive data.
Develop questions to assess PMS's inclusive workplace culture.	Does not outline questions to assess PMS's inclusive workplace culture.	Outlines, but does not develop questions to assess PMS's inclusive workplace culture.	Develops questions to assess PMS's inclusive workplace culture.	Develops questions to assess PMS's inclusive workplace culture and explains the rationale for why these survey questions and scaling could provide substantive data.
Recommend how and to whom the survey is distributed.	Does not explain how and to whom the survey is distributed.	Explains, but does not recommend how and to whom the survey is distributed.	Recommends how and to whom the survey is distributed.	Recommends how and to whom the survey is distributed and supports analysis with resources and/or workplace examples.
Communicate in a manner that is professional and consistent with expectations for human resource professionals and master's level programs.	Does not communicate in a manner that is professional and consistent with expectations for members of the business professions.	Communicates in a manner that is not consistently professional or not consistent with expectations for members of the business professions.	Communicates in a manner that is professional and consistent with expectations for human resource professionals and master's level programs.	Communicates in a manner that is professional and consistent with expectations for members of the business professions. Writing is clear, well organized, and free of grammatical and other mechanical errors.