

Teacher Training and Recruitment Evaluation Rubric

Reviewer Number: _____

Date: _____

Grant Request: \$ _____

Applicant Name: _____

Project Name: _____

Project Need Statement (20)	Project Impact (20)	Program Design, Cost & Implementation (20)	Capacity Building (10)	Objectives, Outcomes & Reporting (20)	Economic Opportunity Enhancements (10)	Total (100 points)	Preference (2)
Overall Comments:							

Project Need Statement (20 points) Total Score _____

		no criteria	limited criteria	some criteria	most criteria	all criteria	Criteria
Project Need Statement	Preference	0				2	Program trains future teachers who are enrolled in an accredited Wisconsin college or university concurrent with awarded training
	Applicant Past Performance	0	0	1	2	3	<ul style="list-style-type: none"> Applicant has experience training teachers who are enrolled in an accredited college or university in Wisconsin Applicant demonstrates a history of placing a majority of its total participants in public or private schools located in low-income or urban school districts in Wisconsin
	Identification of licensed teacher shortage	0	1	2	3 4	5	<ul style="list-style-type: none"> Clearly outlines the service area of the project Describes urban and/or low-income service areas impacted Clearly explains barriers to teacher recruitment and development with examples and/or statistics Goals of the program are met with proposed training
	Scope of licensed teacher shortage	0	1	2	3 4	5	<ul style="list-style-type: none"> Applicant demonstrates significant capacity and achievement in recruiting and licensing teachers who plan to teach in public or private schools in this state as a profession Applicant clearly identifies the extent of the licensed teacher shortages in terms of the types of licenses most in need, impact on student groups, and impact upon the service area and state at-large, as appropriate
	Supporting Information	0	1	2	3 4	5	<ul style="list-style-type: none"> Uses data, information, or examples to support the explanation of the scope of the need

COMMENTS: _____

Project Impact (20 points) Total Score _____

		no criteria	limited criteria	some criteria	most criteria	all criteria	Criteria
Project Impact	Scope of project impact	0	1	2 3	4 5	6	<ul style="list-style-type: none"> The project provides an estimated number of teachers to be recruited and licensed during the project Clearly defines the subject areas and license types that will be targeted
	Student Achievement impact	0	1	3 4 5	6 7	8	<ul style="list-style-type: none"> Applicant has clearly outlined how proposed training will positively impact partners, the schools located in urban or low-income areas, and the students in these schools
	Community impact	0	1	2 3	4 5	6	<ul style="list-style-type: none"> Clearly defines how the project impacts the local community or surrounding region (impact on students' ability to become qualified for employment, pool of candidates qualified for skilled positions, etc.) Identifies shortage areas in specific types of teachers (bilingual, special education) or in specific subject areas
	COMMENTS:						

Program Design, Cost & Implementation (20 points) Total Score _____

		no criteria	limited criteria	some criteria	most criteria	all criteria	Criteria
Program Design, Cost & Implementation	Structure and content of the program design	0	1 2 3	4 5	6 7	8	<ul style="list-style-type: none"> The project includes a concise, focused plan for achieving the stated demand-driven outcomes The plan includes milestones to achieve project benchmarks within the requested timeframe Marketing and outreach tactics likely to result in recruitment There is a plan for monitoring the project and participant outcomes The project time frame and proposed outcomes are achievable
	Program support and matching funds	0	1	2	3	4	<ul style="list-style-type: none"> Applicant and/or project partner is pledging cash support for program activities. The amount and source of leverage funds must be included in the commitment letter(s) or education reimbursement policy/program
	Cost per participant	0	1	2	3	4	<ul style="list-style-type: none"> The cost per participant is clearly provided The cost per participant is reasonable and supportable with consideration to the overall program design and proposed outcomes
	Budget Items	0	1	2	3	4	<ul style="list-style-type: none"> All budget items are necessary to the project and the use of state funds clearly and efficiently support the objectives of the proposal All budget items are allowable costs Application provides sufficient supporting detail
COMMENTS:							

Capacity Building (10 points) Total Score _____

		no criteria	limited criteria	some criteria	most criteria	all criteria	Criteria
Capacity Building	Preference	0				2	Program provides continuing education and professional development
	Project will result in capacity building for the workforce	0	0	1	2	3	The project will result in one or more of the following <ul style="list-style-type: none"> • New or customized curriculum or licensure program that meets the need of participant schools and districts • More licensed teachers to fill high-demand positions • A new or streamlined path to initial licensure for new teachers.
	Licensure project will continue after grant period	0	0	1	2	3	<ul style="list-style-type: none"> • The project will result in new strategies or pathways that will be available for future training • There is strong evidence that the program will be sustained beyond the grant period
	Collaboration/Sustainability	0	0	0	1	2	<ul style="list-style-type: none"> • The project will result in partnerships or programs that will continue to address the need after the project has ended
	COMMENTS:						

Objectives, Outcomes, & Reporting (20 points) Total Score _____

		no criteria	limited criteria	some criteria	most criteria	all criteria	Criteria
Objectives, Outcomes, and Reporting	Preference	0				2	Program attempts to place a majority of its participants in public or private schools located in Wisconsin low-income or urban school districts
	Timeline and benchmarks	0	1 2	3 4	5	6	<ul style="list-style-type: none"> • A detailed timeline and benchmark objectives are provided and clearly achievable within the project period • Training meets the standards of the Department of Public Instruction for teacher licensure, as appropriate
	Program Outcomes	0	1 2	3 4	5 6 7	8	<ul style="list-style-type: none"> • There is strong historical evidence to support future achievement of the program's stated outcomes and objectives • Participant outcomes are detailed and supported • Program outcomes are detailed and supported
	Reporting Plan	0	1	2	3	4	<ul style="list-style-type: none"> • Applicant has detailed plan and methodology to monitor participant success, provide feedback, and report on relevant outcomes
	COMMENTS:						

Economic Opportunity Enhancements (10 points) Total Score _____

Preference (2 points) Score _____

Note: This section is worth ten points. "Preference" points are intended for use in resolving an overall proposal score tie **only**. In the event of a tie, applications featuring the "Preference" criteria will receive an additional two points added to their overall application score. **Do not include the two Preference points in the Total Score for this section.**

		no criteria	limited criteria	some criteria	most criteria	all criteria	Criteria
Economic Opportunity Enhancements	Preference	2					Program focuses on teachers who plan to teach in public or private schools as a profession
	Teachers gain skills and impact career path	0	1	2	3 4	5	<ul style="list-style-type: none"> Educational and employment status of participants will improve through the training project. Training will provide long-term improvement in classroom instruction
	Career Pathway for teachers	0	0	0	1	2	Teachers will receive career pathway value in the form of: <ul style="list-style-type: none"> DPI teaching licensure Continuing Education Units Transferable college credits
	Targets special populations	0	0	1	2	3	<ul style="list-style-type: none"> Clearly defines plans to train or recruit economically disadvantaged prospective teachers Applicant shows capacity or successful history to work with expected target population(s) Applicant will work with economically disadvantaged individuals: Applicant will work with socially disadvantaged individuals, minorities, veterans, persons with disabilities, etc.
	COMMENTS:						