**Creativity in Service to All Iowans Assessment Rubric**

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| **Assessment Criteria** | **1-2 points** | **3-4 points** | **5-6 points** | **7 points** |
| Demonstrates creative service to the complex demographics of Iowa through outreach. | Nomination merely states that nominee demonstrated creative service to the complex demographics of Iowa through outreach. No examples or indication of outreach.  | Nomination states some examples that demonstrate creative service to the complex demographics of Iowa through outreach. Examples are given, but not fully developed. | Nomination clearly demonstrates creative service to the complex demographics of Iowa through outreach, providing explicit examples. One or more examples provided are clear and relevant. | Nomination articulates two or more examples that demonstrate creative service to the complex demographics of Iowa through outreach and is integrated into the foundation of nominee’s work.  |
| Utilizes an interdisciplinary and cooperative approach to programming. | Evidence that nominee utilizes an interdisciplinary and cooperative approach to programming is merely stated, but not illustrated by specific examples.  | Evidence that nominee utilizes an interdisciplinary and cooperative approach to programming is demonstrated, but sometimes using simplistic examples. May mention one or more examples but are not fully developed. | Evidence that nominee utilizes an interdisciplinary and cooperative approach to programming is strongly argued with one or more relevant examples.  | Evidence that nominee utilizes an interdisciplinary and cooperative approach and its impact is clearly articulated. Two or more examples are integrated in nominee’s programming work.  |
| Articulates measurable impacts relating to behavior or condition change. | Nomination does not identify measurable impacts relating to behavior or condition change. | Nomination identifies at least one measurable impact relating to behavior or condition change, but the examples are not fully developed.  | Nomination identifies one or more measurable impacts relating to behavior or condition change. Provides a strong example to illustrate the impact relating to behavior or condition change.  | Nomination identifies at least two or more measurable impacts relating to behavior or condition change. Provides strong examples that illustrate measurable impacts relating to behavior or condition change. |