

The Hayward Award– Rubric

1. Commitment to serving and empowering students from diverse backgrounds and experiences (0-5 points)
2. Participation in campus, professional, and/or student activities (0-5 points)
3. Commitment to education and currency in the discipline (0-5 points)
4. Commitment to the mission of California community colleges (0-5 points)
5. Community, state and/or national activities that represent the profession (0-5 points)

**Total points possible 25**

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|  | **0** | **1** | **2** | **3** | **4** | **5** |
| **a. Commitment to serving and empowering students from diverse backgrounds and experiences** | Not present | Awareness of the value for student centered operations is shown but **lacks** evidence of activities demonstrating commitment to serving students. | Evidence detailing activities demonstrating **minimal** commitment to serving students included in the application.  | Evidence detailing **some** activities demonstrating a strong commitment to serving students in candidate form. Some evidence in supporting letter as well.  | **Significant** evidence detailing activities demonstrating a strong commitment to serving students in both candidate form and supporting letter. Activities demonstrate willingness to go beyond standard expectations in job description. | **Exemplary** evidence detailing activities demonstrating a strong commitment to serving students in both candidate form and supporting letter. Activities demonstrate inclusion, diversity, equity, anti-racism and accessibility (IDEAA) and **willingness** to go beyond standard expectations in job description. |
| **b. Participation in campus, professional, and/or student activities** | Not present | Evidence shows **limited** participation in one or more campus activities. | Evidence shows **engaged participation** and leadership in at least one campus activity or project.  | Evidence shows engaged **senior leadership** (president, chair, etc.) in at least one campus activity or project.  | Evidence shows **long term** engaged senior leadership (president, chair, etc.) in **multiple** campus activities and projects.  | Exemplary evidence shows **long term** engaged senior leadership (president, chair, etc.) in **multiple** campus activities and projects that demonstrate inclusion, diversity, equity, anti-racism and accessibility (IDEAA) |
| **c. Commitment to education and currency in the discipline** | Not present | Evidence of interest and **limited** engagement in discipline related activities. | Evidence of engagement in **at least one** regional, state, or national discipline group, industry, or professional organization.  | Evidence of criteria from #2 as well as engagement with department faculty to similarly engage them in their discipline communities. | Evidence of engagement in **multiple** organizations **and** sustained engagement with department faculty **and** students to similarly engage them in their discipline communities.  | **Exemplary** Evidence of engagement in **multiple** organizations **and** sustained engagement with department faculty **and** students to similarly engage them in their discipline communities with evidence of inclusion, diversity, equity, anti-racism and accessibility (IDEAA) |
| **d. Commitment to the mission of California community colleges**  | Not present | Description details an understanding of **one or two** aspects of the community college mission.  | Description details a **broad** understanding of CCC mission and how candidate’s role affects all aspects of the mission including evidence of commitment to open access.  | Evidence of criteria from #2 with a description of **some** candidate activities that directly support open access and student success.  | Strong evidence for **multiple** activities directly supporting **several** aspects of the CCC mission. Evidence of activities being institutionalized that lead to **sustained** support for open access and helping students succeed across the curriculum. | **Exemplary** evidence for **multiple** activities directly supporting **several** aspects of the CCC mission with evidence of inclusion, diversity, equity, anti-racism and accessibility (IDEAA). Evidence of activities being institutionalized that lead to **sustained** support for open access and helping students succeed across the curriculum. |
| **e. Community, state and/or national activities that represent the profession** | Not present | Evidence of interest and **limited** representation in regional, state or national activities that extend their participation and influence beyond their discipline or institution. | Evidence of **sustained** representation in **at least one** regional, state or national discipline group, industry, or professional organization. Descriptions detail a broader scope of activities such as serving on committees outside of their core interests. | Evidence of **sustained** representation in at least one of the previously mentioned organizations in a **leadership role** to further that organization’s purposes while also broadening their abilities as a leader and their capacity to represent in areas that are not traditional to their expertise. | Evidence of **sustained** representation in several of the previously mentioned organizations as an **experienced leader** and evidence of engagement with other like-minded participants to improve upon their participation and experiences as well as to further the organization’s purposes. | Exemplary evidence of **sustained** representation in several of the previously mentioned organizations as an **experienced leader** and evidence of engagement with other like-minded participants to improve inclusion, diversity, equity, anti-racism and accessibility (IDEAA).  |