



College of Health Sciences

Master Program Outcome Rubrics

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WPA-HCA-OL-Master Rubric

Course: ORU Online

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
HCA-OL-1-A- Financial Analysis	4 points Proficiently interprets, understands, and can effectively communicate accounting and budgetary analysis to help make ethical and financial decisions	3 points Sufficiently interprets, understands, and can effectively communicate accounting and budgetary analysis to help make ethical and financial decisions	2 points Insufficiently interprets, understands, and can effectively communicate accounting and budgetary analysis to help make ethical and financial decisions	1 point Deficiently interprets, understands, and can effectively communicate accounting and budgetary analysis to help make ethical and financial decisions	0 points Does not interpret, understand, and cannot effectively communicate accounting and budgetary analysis to help make ethical and financial decisions	/ 4
HCA-OL-1-B- Health Systems	4 points Demonstrates proficient ability to understand the dynamics of providing quality health services when and where	3 points Demonstrates sufficient ability to understand the dynamics of providing quality health services when and where	2 points Demonstrates insufficient ability to understand the dynamics of providing quality health services	1 point Demonstrates deficient ability to understand the dynamics of providing quality health services when and where	0 points Does not attempt to describe the dynamics of providing quality health services when and where	/ 4

Criteria	needed; Level 4 proficiently	needed; Level 3 sufficiently	Level 2	needed; Level 1 deficiently	needed; does not Level 0 demonstrate a	Criterion Score
	demonstrates a consideration of organizational structure, business, economic, demographic, medical workforce dynamics, informatics, ethno-cultural, logistical, governmental, international, and personal responsibility in providing health and healthcare to a community, state, or nation; proficiently demonstrates an understanding of the interaction of systems impact on people, organizations,	demonstrates a consideration of organizational structure, business, economic, demographic, medical workforce dynamics, informatics, ethno-cultural, logistical, governmental, international, and personal responsibility in providing health and healthcare to a community, state, or nation; sufficiently demonstrates an understanding of the interaction of systems impact on people, organizations,	when and where needed; insufficiently demonstrates a consideration of organizational structure, business, economic, demographic, medical workforce dynamics, informatics, ethno-cultural, logistical, governmental, international, and personal responsibility in providing health and healthcare to a community, state, or nation; insufficiently demonstrates an understanding of the interaction of systems impact	demonstrates a consideration of organizational structure, business, economic, demographic, medical workforce dynamics, informatics, ethno-cultural, logistical, governmental, international, and personal responsibility in providing health and healthcare to a community, state, or nation; deficiently demonstrates an understanding of the interaction of systems impact on people, organizations,	consideration of organizational structure, business, economic, demographic, medical workforce dynamics, informatics, ethno-cultural, logistical, governmental, international, and personal responsibility in providing health and healthcare to a community, state, or nation; does not demonstrate an understanding of the interaction of systems impact on people, organizations, groups, and communities	

Criteria	groups, and Level 4 communities	groups, and Level 3 communities	Level 2 on people, organizations, groups, and communities	groups, and Level 1 communities	Level 0	Criterion Score
HCA-OL-1-C- Healthcare Economics	4 points Proficiently applies concepts of economic evaluation for cost-effective analyses to evaluate outcomes, quality measures, and fluctuating economy variables impact on health economics and the determinants of health, patient demand for healthcare services, and the organization and financing of health services	3 points Sufficiently applies concepts of economic evaluation for cost-effective analyses to evaluate outcomes, quality measures, and fluctuating economy variables impact on health economics and the determinants of health, patient demand for healthcare services, and the organization and financing of health services	2 points Insufficiently applies concepts of economic evaluation for cost-effective analyses to evaluate outcomes, quality measures, and fluctuating economy variables impact on health economics and the determinants of health, patient demand for healthcare services, and the organization and financing of health services	1 point Deficiently applies concepts of economic evaluation for cost-effective analyses to evaluate outcomes, quality measures, and fluctuating economy variables impact on health economics and the determinants of health, patient demand for healthcare services, and the organization and financing of health services	0 points Does not apply concepts of economic evaluation for cost-effective analyses to evaluate outcomes, quality measures, and fluctuating economy variables impact on health economics and the determinants of health, patient demand for healthcare services, and the organization and financing of health services	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
HCA-OL-1-D- Healthcare Laws and Regulations	4 points Demonstrates proficient ability to understand the impact of regulations and laws created by governments to carry out public policy which focuses on healthcare law, public and population health, bioethics and global health.	3 points Demonstrates sufficient ability to understand the impact of regulations and laws created by governments to carry out public policy which focuses on healthcare law, public and population health, bioethics and global health.	2 points Demonstrates insufficient ability to understand the impact of regulations and laws created by governments to carry out public policy which focuses on healthcare law, public and population health, bioethics and global health.	1 point Demonstrates deficient ability to understand the impact of regulations and laws created by governments to carry out public policy which focuses on healthcare law, public and population health, bioethics and global health.	0 points Does not attempt to describe the impact of regulations and laws created by governments to carry out public policy which focuses on healthcare law, public and population health, bioethics and global health.	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
HCA-OL-1-E- Information Technology	4 points Proficiently integrates and engages informatics into the technology, economic, clinical, and administrative decision making support tools to improve operations of healthcare organizations	3 points Sufficiently integrates and engages informatics into the technology, economic, clinical, and administrative decision making support tools to improve operations of healthcare organizations	2 points Insufficiently integrates and engages informatics into the technology, economic, clinical, and administrative decision making support tools to improve operations of healthcare organizations	1 point Deficiently integrates and engages informatics into the technology, economic, clinical, and administrative decision making support tools to improve operations of healthcare organizations	0 points Does not integrate or engage informatics into the technology, economic, clinical, and administrative decision making support tools to improve operations of healthcare organizations	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
HCA-OL-1-F-Marketing	<p>4 points</p> <p>Proficiently uses economic models to monitor developments, trends and make plans to incorporate the management process of marketing including product identification, selection, and development, price determinant, distribution of product to reach customers, and implementation of a promotional strategy</p>	<p>3 points</p> <p>Sufficiently uses economic models to monitor developments, trends and make plans to incorporate the management process of marketing including product identification, selection, and development, price determinant, distribution of product to reach customers, and implementation of a promotional strategy</p>	<p>2 points</p> <p>Insufficiently uses economic models to monitor developments, trends and make plans to incorporate the management process of marketing including product identification, selection, and development, price determinant, distribution of product to reach customers, and implementation of a promotional strategy</p>	<p>1 point</p> <p>Deficiently uses economic models to monitor developments, trends and make plans to incorporate the management process of marketing including product identification, selection, and development, price determinant, distribution of product to reach customers, and implementation of a promotional strategy</p>	<p>0 points</p> <p>Does not use economic models to monitor developments, trends and make plans to incorporate the management process of marketing including product identification, selection, and development, price determinant, distribution of product to reach customers, and implementation of a promotional strategy</p>	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
HCA-OL-1-G- Project Management	4 points Proficiently applies knowledge, skills, tools, and techniques to asses, plan, evaluate, and implement simple to complex projects involving resources to meet organizational goals and objectives	3 points Sufficiently applies knowledge, skills, tools, and techniques to asses, plan, evaluate, and implement simple to complex projects involving resources to meet organizational goals and objectives	2 points Insufficiently applies knowledge, skills, tools, and techniques to asses, plan, evaluate, and implement simple to complex projects involving resources to meet organizational goals and objectives	1 point Deficiently applies knowledge, skills, tools, and techniques to asses, plan, evaluate, and implement simple to complex projects involving resources to meet organizational goals and objectives	0 points Does not apply knowledge, skills, tools, and techniques to asses, plan, evaluate, and implement simple to complex projects involving resources to meet organizational goals and objectives	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
HCA-OL-1-H-Public Health and Healthcare Policy	4 points Proficiently analyzes the effects on organizations from health policy's on medical staff, payers, and populations and the influence on improving health outcomes, considering social determinants and socioeconomic environment in which health organizations function	3 points Sufficiently analyzes the effects on organizations from health policy's on medical staff, payers, and populations and the influence on improving health outcomes, considering social determinants and socioeconomic environment in which health organizations function	2 points Insufficiently analyzes the effects on organizations from health policy's on medical staff, payers, and populations and the influence on improving health outcomes, considering social determinants and socioeconomic environment in which health organizations function	1 point Deficiently analyzes the effects on organizations from health policy's on medical staff, payers, and populations and the influence on improving health outcomes, considering social determinants and socioeconomic environment in which health organizations function	0 points Does not analyze the effects on organizations from health policy's on medical staff, payers, and populations and the influence on improving health outcomes, considering social determinants and socioeconomic environment in which health organizations function	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
HCA-OL-2-A-Data Analysis	4 points Understands the collection, interpretation, use and power of data with the goal of discovering useful information, suggesting conclusion, and supporting decision making	3 points Sufficiently understands the collection, interpretation, use and power of data with the goal of discovering useful information, suggesting conclusion, and supporting decision making	2 points Insufficiently understands the collection, interpretation, use and power of data with the goal of discovering useful information, suggesting conclusion, and supporting decision making	1 point Deficiently understands the collection, interpretation, use and power of data with the goal of discovering useful information, suggesting conclusion, and supporting decision making	0 points Does not attempt to understand the collection, interpretation, use and power of data with the goal of discovering useful information, suggesting conclusion, and supporting decision making	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
HCA-OL-2-B-Evidence Based Practice	4 points Integrates best evidenced-based research into the practice of healthcare operations, clinical outcome, population management and health, and business management decision making to improve outcomes	3 points Sufficiently integrates best evidenced-based research into the practice of healthcare operations, clinical outcome, population management and health, and business management decision making to improve outcomes	2 points Insufficiently integrates best evidenced-based research into the practice of healthcare operations, clinical outcome, population management and health, and business management decision making to improve outcomes	1 point Deficiently integrates best evidenced-based research into the practice of healthcare operations, clinical outcome, population management and health, and business management decision making to improve outcomes	0 points Does not attempt to integrates best evidenced-based research into the practice of healthcare operations, clinical outcome, population management and health, and business management decision making to improve outcomes	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
HCA-OL-2-C-Ethical Decision Making	<p>4 points</p> <p>Evaluates the multifaceted process of simple to complex professional issues facing healthcare leaders which entails ethical sensitivity, judgement, and choice by using the ethical principles of autonomy, beneficence, non-maleficence, and justice</p>	<p>3 points</p> <p>Sufficiently evaluates the multifaceted process of simple to complex professional issues facing healthcare leaders which entails ethical sensitivity, judgement, and choice by using the ethical principles of autonomy, beneficence, non-maleficence, and justice</p>	<p>2 points</p> <p>Insufficiently evaluates the multifaceted process of simple to complex professional issues facing healthcare leaders which entails ethical sensitivity, judgement, and choice by using the ethical principles of autonomy, beneficence, non-maleficence, and justice</p>	<p>1 point</p> <p>Deficiently evaluates the multifaceted process of simple to complex professional issues facing healthcare leaders which entails ethical sensitivity, judgement, and choice by using the ethical principles of autonomy, beneficence, non-maleficence, and justice</p>	<p>0 points</p> <p>Does not attempt to evaluates the multifaceted process of simple to complex professional issues facing healthcare leaders which entails ethical sensitivity, judgement, and choice by using the ethical principles of autonomy, beneficence, non-maleficence, and justice</p>	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
HCA-OL-2-D-Human Resource Management	4 points Directs the use of benchmark practices, best practices, industry standards, government and regulatory requirements to care for the human resources in the organization	3 points Sufficiently directs the use of benchmark practices, best practices, industry standards, government and regulatory requirements to care for the human resources in the organization	2 points Insufficiently directs the use of benchmark practices, best practices, industry standards, government and regulatory requirements to care for the human resources in the organization	1 point Deficiently directs the use of benchmark practices, best practices, industry standards, government and regulatory requirements to care for the human resources in the organization	0 points Does not attempt to directs the use of benchmark practices, best practices, industry standards, government and regulatory requirements to care for the human resources in the organization	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
HCA-OL-2-E- Population Health Management	4 points Proficiently identifies the collaborative use of epidemiological, statistical, evidenced-based research, management, and educational resources to manage, mitigate, promote, and care for the health of a community	3 points Sufficiently identifies the collaborative use of epidemiological, statistical, evidenced-based research, management, and educational resources to manage, mitigate, promote, and care for the health of a community	2 points Insufficiently identifies the collaborative use of epidemiological, statistical, evidenced-based research, management, and educational resources to manage, mitigate, promote, and care for the health of a community	1 point Deficiently identifies the collaborative use of epidemiological, statistical, evidenced-based research, management, and educational resources to manage, mitigate, promote, and care for the health of a community	0 points Does not attempt to identify the collaborative use of epidemiological, statistical, evidenced-based research, management, and educational resources to manage, mitigate, promote, and care for the health of a community	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
HCA-OL-2-F-Quality Management	4 points Understands the discipline to ensure outputs, processes, and products meet requirements of stakeholders and consumers by engaging planning, assurance, control, and continuous process improvement	3 points Sufficiently directs the use of benchmark practices, best practices, industry standards, government and regulatory requirements to care for the human resources in the organization	2 points Insufficiently directs the use of benchmark practices, best practices, industry standards, government and regulatory requirements to care for the human resources in the organization	1 point Deficiently directs the use of benchmark practices, best practices, industry standards, government and regulatory requirements to care for the human resources in the organization	0 points Does not attempt to directs the use of benchmark practices, best practices, industry standards, government and regulatory requirements to care for the human resources in the organization	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
HCA-OL-2-G- Roles and Responsibilities	4 points Develops understanding of the roles and responsibilities of all healthcare team members and how to engage them toward mission goals and success	3 points Sufficiently understands the roles and responsibilities of all healthcare team members and how to engage them toward mission goals and success	2 points Insufficiently understands the roles and responsibilities of all healthcare team members and how to engage them toward mission goals and success	1 point Deficiently understands the roles and responsibilities of all healthcare team members and how to engage them toward mission goals and success	0 points Does not attempt to understand the roles and responsibilities of all healthcare team members and how to engage them toward mission goals and success	/ 4
HCA-OL-3-A- Body, Mind, Spirit	4 points Proficiently implements strategies to support the infusion of body, mind, and spirit character into healthcare decisions and actions	3 points Sufficiently implements strategies to support the infusion of body, mind, and spirit character into healthcare decisions and actions	2 points Insufficiently implements strategies to support the infusion of body, mind, and spirit character into healthcare decisions and actions	1 point Deficiently implements strategies to support the infusion of body, mind, and spirit character into healthcare decisions and actions	0 points Does not attempt to implement strategies to support the infusion of body, mind, and spirit character into healthcare decisions and actions	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
HCA-OL-3-B-Communication Skills	4 points Proficiently communicates using oral, written, electronic, and all forms of communication with colleagues, teammates, and shareholders in healthcare and all settings	3 points Sufficiently communicates using oral, written, electronic, and all forms of communication with colleagues, teammates, and shareholders in healthcare and all settings	2 points Insufficiently communicates using oral, written, electronic, and all forms of communication with colleagues, teammates, and shareholders in healthcare and all settings	1 point Deficiently communicates using oral, written, electronic, and all forms of communication with colleagues, teammates, and shareholders in healthcare and all settings	0 points Does not attempt to communicate using oral, written, electronic, and all forms of communication with colleagues, teammates, and shareholders in healthcare and all settings	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
HCA-OL-3-C- Conflict Resolution	4 points Proficiently demonstrates collaborative problem solving skills to include active listening, compassion, identifying agenda and resolution options while practicing objectivity, respect for difference, honesty, and confidentiality	3 points Sufficiently demonstrates collaborative problem solving skills to include active listening, compassion, identifying agenda and resolution options while practicing objectivity, respect for difference, honesty, and confidentiality	2 points Insufficiently demonstrates collaborative problem solving skills to include active listening, compassion, identifying agenda and resolution options while practicing objectivity, respect for difference, honesty, and confidentiality	1 point Deficiently demonstrates collaborative problem solving skills to include active listening, compassion, identifying agenda and resolution options while practicing objectivity, respect for difference, honesty, and confidentiality	0 points Does not attempt to collaborative problem solving skills to include active listening, compassion, identifying agenda and resolution options while practicing objectivity, respect for difference, honesty, and confidentiality	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
HCA-OL-3-D-Critical Thinking	4 points Proficiently demonstrates behaviors which exhibit mental maturity, sense of inquiry, receptive to new ideas, considering consequences along with establishing a logical and evidence-based approach to solving problems	3 points Sufficiently demonstrates behaviors which exhibit mental maturity, sense of inquiry, receptive to new ideas, considering consequences along with establishing a logical and evidence-based approach to solving problems	2 points Insufficiently demonstrates behaviors which exhibit mental maturity, sense of inquiry, receptive to new ideas, considering consequences along with establishing a logical and evidence-based approach to solving problems	1 point Deficiently demonstrates behaviors which exhibit mental maturity, sense of inquiry, receptive to new ideas, considering consequences along with establishing a logical and evidence-based approach to solving problems	0 points Does not attempt to demonstrate behaviors which exhibit mental maturity, sense of inquiry, receptive to new ideas, considering consequences along with establishing a logical and evidence-based approach to solving problems	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
HCA-OL-3-E-Self Assessment	<p>4 points</p> <p>Proficiently demonstrates the ability to evaluate self for improvement, to take and process feedback for personal and professional growth and development while aware of one's own assumptions, values, strengths, and limitations</p>	<p>3 points</p> <p>Sufficiently demonstrates the ability to evaluate self for improvement, to take and process feedback for personal and professional growth and development while aware of one's own assumptions, values, strengths, and limitations</p>	<p>2 points</p> <p>Insufficiently demonstrates the ability to evaluate self for improvement, to take and process feedback for personal and professional growth and development while aware of one's own assumptions, values, strengths, and limitations</p>	<p>1 point</p> <p>Deficiently demonstrates the ability to evaluate self for improvement, to take and process feedback for personal and professional growth and development while aware of one's own assumptions, values, strengths, and limitations</p>	<p>0 points</p> <p>Does not attempt to demonstrate the ability to evaluate self for improvement, to take and process feedback for personal and professional growth and development while aware of one's own assumptions, values, strengths, and limitations</p>	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
HCA-OL-3-F-Self Confidence	4 points Proficiently exhibits personal determination and belief in one's purpose, decisions, and leadership to work with a team and self to accomplish a mission	3 points Sufficiently exhibits personal determination and belief in one's purpose, decisions, and leadership to work with a team and self to accomplish a mission	2 points Insufficiently exhibits personal determination and belief in one's purpose, decisions, and leadership to work with a team and self to accomplish a mission	1 point Deficiently exhibits personal determination and belief in one's purpose, decisions, and leadership to work with a team and self to accomplish a mission	0 points Does not exhibit personal determination and belief in one's purpose, decisions, and leadership to work with a team and self to accomplish a mission	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
HCA-OL-3-G-Work and Life Balance	4 points Proficiently understands the influence work has on personal and professional development and creating a personal purpose/mission statement defining personal expectations and job/workload requirements	3 points Sufficiently understands the influence work has on personal and professional development and creating a personal purpose/mission statement defining personal expectations and job/workload requirements	2 points Insufficiently understands the influence work has on personal and professional development and creating a personal purpose/mission statement defining personal expectations and job/workload requirements	1 point Deficiently understands the influence work has on personal and professional development and creating a personal purpose/mission statement defining personal expectations and job/workload requirements	0 points Does not attempt to understand the influence work has on personal and professional development and creating a personal purpose/mission statement defining personal expectations and job/workload requirements	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
HCA-OL-4-A- Change Management	4 points Proficiently promotes organizational learning, determine the need for change, the ability to plan change, evaluate change and to establish a sustainment plan for change with the support of analytical data	3 points Sufficiently promotes organizational learning, determine the need for change, the ability to plan change, evaluate change and to establish a sustainment plan for change with the support of analytical data	2 points Insufficiently promotes organizational learning, determine the need for change, the ability to plan change, evaluate change and to establish a sustainment plan for change with the support of analytical data	1 point Deficiently promotes organizational learning, determine the need for change, the ability to plan change, evaluate change and to establish a sustainment plan for change with the support of analytical data	0 points Does not attempt to promotes organizational learning, determine the need for change, the ability to plan change, evaluate change and to establish a sustainment plan for change with the support of analytical data	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
HCA-OL-4-B- Leadership Development	4 points Proficiently expands the capacity of leaders by developing leadership abilities of individuals, change their attitude towards themselves and others, and change behaviors	3 points Sufficiently expands the capacity of leaders by developing leadership abilities of individuals, change their attitude towards themselves and others, and change behaviors	2 points Insufficiently expands the capacity of leaders by developing leadership abilities of individuals, change their attitude towards themselves and others, and change behaviors	1 point Deficiently expands the capacity of leaders by developing leadership abilities of individuals, change their attitude towards themselves and others, and change behaviors	0 points Does not attempt to expand the capacity of leaders by developing leadership abilities of individuals, change their attitude towards themselves and others, and change behaviors	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
HCA-OL-4-C-Innovation	4 points Proficiently facilitate diversity by understanding the current processes and concepts and develop creative, effective, efficient, and unique solutions to enhance organizational performance	3 points Sufficiently facilitate diversity by understanding the current processes and concepts and develop creative, effective, efficient, and unique solutions to enhance organizational performance	2 points Insufficiently facilitate diversity by understanding the current processes and concepts and develop creative, effective, efficient, and unique solutions to enhance organizational performance	1 point Deficiently facilitate diversity by understanding the current processes and concepts and develop creative, effective, efficient, and unique solutions to enhance organizational performance	0 points Does not attempt to facilitate diversity by understanding the current processes and concepts and develop creative, effective, efficient, and unique solutions to enhance organizational performance	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
HCA-OL-4-D-Organizational Engagement	4 points Proficiently explores and learns organizational structures, governing bodies, stakeholders, establish and communication vision, and the decision making process to advance organizational goals	3 points Sufficiently explores and learns organizational structures, governing bodies, stakeholders, establish and communication vision, and the decision making process to advance organizational goals	2 points Insufficiently explores and learns organizational structures, governing bodies, stakeholders, establish and communication vision, and the decision making process to advance organizational goals	1 point Deficiently explores and learns organizational structures, governing bodies, stakeholders, establish and communication vision, and the decision making process to advance organizational goals	0 points Does not attempt to explore and learn organizational structures, governing bodies, stakeholders, establish and communication vision, and the decision making process to advance organizational goals	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
HCA-OL-4-E-Strategy Development	4 points Proficiently provides direction to organizational future goals and objectives, developing policies and plans designed to achieve organizational goals then recommending resources to implement plans	3 points Sufficiently provides direction to organizational future goals and objectives, developing policies and plans designed to achieve organizational goals then recommending resources to implement plans	2 points Insufficiently provides direction to organizational future goals and objectives, developing policies and plans designed to achieve organizational goals then recommending resources to implement plans	1 point Deficiently provides direction to organizational future goals and objectives, developing policies and plans designed to achieve organizational goals then recommending resources to implement plans	0 points Does not attempt to provides direction to organizational future goals and objectives, developing policies and plans designed to achieve organizational goals then recommending resources to implement plans	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
HCA-OL-4-F-Talent Management	4 points Proficiently leads, develops, and promotes the human capital knowledge, skills, abilities, and competencies in organizations to meet individual and professional development through mentoring, coaching, and collegial support	3 points Sufficiently leads, develops, and promotes the human capital knowledge, skills, abilities, and competencies in organizations to meet individual and professional development through mentoring, coaching, and collegial support	2 points Insufficiently leads, develops, and promotes the human capital knowledge, skills, abilities, and competencies in organizations to meet individual and professional development through mentoring, coaching, and collegial support	1 point Deficiently leads, develops, and promotes the human capital knowledge, skills, abilities, and competencies in organizations to meet individual and professional development through mentoring, coaching, and collegial support	0 points Does not attempt to leads, develops, and promotes the human capital knowledge, skills, abilities, and competencies in organizations to meet individual and professional development through mentoring, coaching, and collegial support	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
HCA-OL-4-G-Team Development	4 points Proficiently works collaboratively with leaders in healthcare and other industries to strive towards a common goal and to grow individuals to greater heights by growing personally, professionally, and in the performance of the organization mission	3 points Sufficiently works collaboratively with leaders in healthcare and other industries to strive towards a common goal and to grow individuals to greater heights by growing personally, professionally, and in the performance of the organization mission	2 points Insufficiently works collaboratively with leaders in healthcare and other industries to strive towards a common goal and to grow individuals to greater heights by growing personally, professionally, and in the performance of the organization mission	1 point Deficiently works collaboratively with leaders in healthcare and other industries to strive towards a common goal and to grow individuals to greater heights by growing personally, professionally, and in the performance of the organization mission	0 points Does not attempt to works collaboratively with leaders in healthcare and other industries to strive towards a common goal and to grow individuals to greater heights by growing personally, professionally, and in the performance of the organization mission	/ 4

Total

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Overall Score

Level 4 104 points minimum	Level 3 70 points minimum	Level 2 41 points minimum	Level 1 17 points minimum	Level 0 0 points minimum
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WPA-NUR-Master Rubric

Course: ORU Online

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-1-A- Knowledge of Liberal Arts in Nursing Care	4 points Synthesizes knowledge of liberal arts into nursing care	3 points Analyzes knowledge of liberal arts into nursing care	2 points Integrates knowledge of liberal arts into nursing care	1 point Identifies knowledge of liberal arts in nursing care	0 points Does not attempt to display knowledge of liberal arts in nursing care	/ 4
NUR-1-B- Knowledge of Sciences in Nursing Care	4 points Consistently integrates knowledge of sciences in nursing care	3 points Integrates knowledge of sciences in nursing care	2 points Integrates some knowledge of sciences in nursing care	1 point Occasionally integrates some knowledge of sciences in nursing care	0 points Does not attempt to integrate knowledge of sciences in nursing care	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-1-B-a- Knowledge of Nutrition	4 points Describes at least two nutrition practices during antenatal period, and compares/contrasts with antenatal nutrition practices with traditional American practices	3 points Describes one nutrition practice during antenatal period, and compares/contrasts with antenatal nutrition practices with traditional American practices	2 points Describes one nutrition practice during antenatal period; does not make any comparisons	1 point Information does not clearly meet criteria	0 points Not attempted	/ 4
NUR-1-C- Knowledge of Nursing Theories in Nursing Care	4 points Consistently integrates knowledge of nursing theories in nursing care	3 points Integrates knowledge of nursing theories in nursing care	2 points Integrates some knowledge of nursing theories in nursing care	1 point Occasionally integrates some knowledge of nursing theories in nursing care	0 points Does not attempt to integrate knowledge of nursing theories in nursing care	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-1-C-a-Nursing Theories and Concepts	4 points Purposely represents synthesis of concepts and theory that reflect priority health needs	3 points Purposely represents analysis of concepts and theory that reflect priority health needs	2 points Purposely represents appropriate use of concepts and theory that reflect priority health needs	1 point Purposely does not demonstrate understanding of concepts and theory, and does not prioritize health needs	0 points Inaccurate use of concepts or theory	/ 4
NUR-1-D-Nursing Concepts in Nursing Care	4 points Consistently integrates knowledge of nursing concepts in nursing care	3 points Integrates knowledge of nursing concepts in nursing care	2 points Integrates some knowledge of nursing concepts in nursing care	1 point Occasionally integrates some knowledge of nursing concepts in nursing care	0 points Does not attempt to integrate knowledge of nursing concepts in nursing care	/ 4
NUR 1-D-a-Nursing Concepts in Nursing Care	4 points Explains importance of culturally sensitive nursing care, with two rationales, and cites at least one scholarly resource	3 points Explains importance of culturally sensitive nursing care, with one rationale, and cites at least one resource	2 points Explains importance of culturally sensitive nursing care, with no supporting details or resources	1 point Information does not clearly meet criteria	0 points Not attempted	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-1-E-Safe Nursing Care	4 points Consistently provides safe nursing care	3 points Provides safe nursing care	2 points Occasionally provides safe nursing care	1 point Attempts to provide safe nursing care	0 points Does not attempt to provide safe nursing care	/ 4
NUR-1-F-Evidence-based Nursing Care	4 points Consistently utilizes evidence based practice in providing nursing care	3 points Utilizes evidence based practice in providing nursing care	2 points Occasionally utilizes evidence based practice in providing nursing care	1 point Attempts to utilize evidence based practice in providing nursing care	0 points Does not attempt to utilize evidence based practice in providing nursing care	/ 4
NUR-1-F-a-Evidence Based Practice	4 points Literature comprehensively addresses personal nursing practice	3 points Literature adequately addresses personal nursing practice	2 points Literature addresses personal nursing practice research	1 point Literature fails to address personal nursing practice	0 points Not attempted	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-1-G- Professional Nursing Care	4 points Provides exemplary professional nursing care	3 points Provides competent professional nursing care	2 points Provides acceptable professional nursing care	1 point Provides unacceptable professional nursing care	0 points Does not attempt to provide professional nursing care	/ 4
NUR-1-H- Synthesis	4 points Discussion synthesizes all major points	3 points Discussion addresses all major points	2 points Discussion addresses several major points	1 point Discussion addresses a few points	0 points Major points not addressed	/ 4
NUR-1-H-a- Synthesis	4 points Synthesis gives comprehensive information on all concepts of interest	3 points Synthesis gives comprehensive information on 90% of concepts of interest	2 points Synthesis gives comprehensive information on 75% concepts of interest	1 point Synthesis gives comprehensive information on 50% concepts of interest	0 points Not attempted	/ 4
NUR-1-H-b- Synthesis	4 points All objectives addressed and discussion comprehensive	3 points All objectives addressed and discussion satisfactory	2 points All or most objectives addressed and discussion limited	1 point Some objectives not addressed and discussion unsatisfactory	0 points Not attempted	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-1-H-c-Synthesis	4 points Clearly and comprehensively synthesizes most relevant literature on problem, including connections to nursing practice, statistical information, and authorities	3 points Clearly cites most relevant literature on problem, including connections to nursing practice, statistical information, and identifies authors	2 points Identifies relevant literature on problem, including connections to nursing practice and statistical information or authors	1 point Identifies relevant literature on problems, and includes connection to nursing practice	0 points Inadequately identifies relevant literature on problem; does not include connections to nursing practice, statistical information, or authors	/ 4
NUR-1-H-d-Synthesis	4 points Clearly and concisely synthesizes data appropriate to purpose, and identifies significant findings; complete in answering research questions	3 points Clearly synthesizes data appropriate to purpose, and identifies significant findings; complete in answering research questions	2 points Presents data appropriate to purpose, and identifies significant findings; complete in answering research questions	1 point Data findings are not clear, are not appropriate to purpose, or do not answer research questions	0 points Not attempted	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-1-H-e-Synthesis	4 points Synthesis of information evident	3 points Analysis of information evident	2 points Interpretation of information evident	1 point Little or no integration of information evident	0 points Not attempted	/ 4
NUR-1-H-f-Synthesis	4 points Succinctly interprets and summarizes findings of study	3 points Accurately summarizes findings in logical manner	2 points Lists findings of study	1 point Attempts to summarize findings incomplete or illogical	0 points Not attempted	/ 4
NUR-1-H-g-Synthesis	4 points Clearly, concisely, and comprehensively discusses research findings, resulting in pertinent statements supported by multiple citations	3 points Study findings clearly identified, related to research questions, and analysis evident	2 points Study findings related to research questions	1 point Study findings unclear and do not relate to research questions	0 points Not attempted	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-1-H-h-Synthesis	4 points Synthesis of pertinent evidence, organized in logical manner	3 points Analysis of current evidence, systematically organized, and supports change in clinical practice	2 points Current evidence systematically organized	1 point Evidence inadequate to support change in clinical practice	0 points Not attempted	/ 4
NUR-2-A-Accountability	4 points Accountability demonstrated at exemplary level while providing nursing care.	3 points Accountability demonstrated at competent level while providing nursing care.	2 points Accountability demonstrated at acceptable level while providing nursing care.	1 point Accountability demonstrated at unacceptable level while providing nursing care	0 points Does not demonstrate accountability while providing nursing care	/ 4
WPA-NUR-2-A-a-Preparedness	4 points Arrives fully prepared to all clinical and simulation lab experiences with necessary supplies	3 points	2 points Arrives prepared to clinical and simulation lab experiences, with rare exception	1 point Arrives prepared to few clinical and simulation lab experiences	0 points Does not arrive prepared to clinical or simulation lab experiences	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-2-A-b- Professional Attire	4 points Appropriately dressed according to clinical site and AVCON student handbook policy	3 points	2 points	1 point	0 points Not appropriately dressed according to clinical site and AVCON student handbook policy	/ 4
WPA-NUR-2- A-c- Punctuality	4 points Punctual to all learning opportunities	3 points	2 points Punctual to learning opportunities with rare excused exception	1 point Punctual to only a few learning opportunities	0 points Not punctual to any learning opportunities	/ 4
NUR-2-B- Patient- centered Nursing Care	4 points Provides exemplary patient-centered nursing care	3 points Provides competent patient-centered nursing care with rare exception	2 points Provides acceptable patient-centered nursing care	1 point Provides unacceptable patient-centered nursing care	0 points Does not attempt to provide patient- centered nursing care	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-2-C-Holistic Nursing Care Integrating Principles of the TNWP	4 points Provides exemplary holistic nursing care.	3 points Provides competent holistic nursing care.	2 points Provides acceptable holistic nursing care.	1 point Provide unacceptable holistic nursing care.	0 points Does not attempt to provide holistic nursing care.	/ 4
NUR-2-C-a-Spiritual Care	4 points Incorporates spirituality in provision of nursing care	3 points Discusses spirituality in provision of nursing care	2 points Acknowledges importance of spirituality in provision of nursing care	1 point Does not acknowledge importance of spirituality in provision of nursing care	0 points Resistant to spirituality in provision of nursing care	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-2-C-b-Holistic Nursing Care	4 points Description of role of father and extended family members in childbearing process, with two or more details of each; explains influence of these relationships on mother-to-be and child	3 points Description of role of father and extended family members in childbearing process, with one detail of each; explains influence of these relationships on mother-to-be and child	2 points Superficial description of role of father and extended family members, with no details	1 point Information does not clearly meet criteria	0 points Not attempted	/ 4
NUR-2-C-c-Holistic Nursing Care	4 points Literature comprehensively addresses how personal nursing practice affects individual, family and/or community	3 points Literature adequately addresses how personal nursing practice affects individual, family and/or community	2 points Literature inadequately addresses how personal nursing practice affects individual, family and/or community	1 point Literature does not address how personal nursing practice affects individual, family and/or community	0 points Not attempted	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-3-A-Nursing Judgment	4 points Demonstrates exemplary use of nursing judgement to prevent illness and promote, maintain, and restore health.	3 points Demonstrates competent use of nursing judgement to prevent illness and promote, maintain, and restore health.	2 points Demonstrates acceptable use of nursing judgement to prevent illness and promote, maintain, and restore health.	1 point Demonstrates unacceptable use of nursing judgement in nursing practice.	0 points No evidence of nursing judgment	/ 4
NUR-3-A-a-Nursing Judgment	4 points Discussion synthesizes all major points	3 points Discussion addresses all major points	2 points Discussion addresses several major points	1 point Discussion addresses a few points	0 points Major points not addressed	/ 4
NUR-3-A-b-Nursing Judgment	4 points Includes several creative, original, and relevant, telling details that go beyond obvious or predictable	3 points Includes 1-2 original, relevant, supporting details	2 points Includes repetitious details and lacks creativity	1 point Details unrelated to topic	0 points Did not attempt	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-3-A-c-Clinical Significance	4 points Clear, concise, and comprehensive summary of clinical significance, using data that illustrates current practice issues and desired patient outcomes	3 points Describes current clinical practice and importance of updating knowledge and practice related to topic of interest	2 points Describes clinical practice issues related to topic of interest	1 point Unclear about significance; based on personal opinion rather than citing experts or professional literature	0 points Not attempted	/ 4
NUR-3-B-Evidence-based Practice	4 points Demonstrates exemplary use of current evidence and knowledge of patient's values/preferences for integration into patient specific nursing care.	3 points Demonstrates exemplary use of current evidence and knowledge of patient's values/preferences for integration into patient specific nursing care.	2 points Demonstrates acceptable use of current evidence and knowledge of patient's values/preferences for integration into patient specific nursing care.	1 point Demonstrates unacceptable use of current evidence and knowledge of patient's values/preferences for integration into patient specific nursing care.	0 points Acts without regard of current evidence	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-3-B-a-Evidence Based Practice	4 points Discussion clearly relates to identified need; major points distinct, well developed, and include several creative and relevant points; literature review to support need	3 points Discussion clearly relates to identified need; major points clear and developed by 1-2 supporting details	2 points Discussion clearly relates to identified need; major points easily understood; development limited	1 point Discussion has little or nothing to do with identified need; major points unclear and minimally developed	0 points Discussion lacks development of major points	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-3-B-b- Evidence Based Practice	4 points Discusses two nursing interventions in detail that could be implemented to specifically assist a childbearing mother from a specific, chosen culture to be consistent with her culture's practices in a US setting	3 points Identifies two nursing interventions that specifically assist the child-bearing mother from a specific, chosen culture to be consistent with her culture's practices in a US setting	2 points Nursing interventions not detailed or do not specifically assist this cultural group in a US setting	1 point Information does not clearly meet criteria	0 points Not attempted	/ 4
NUR-3-B-c- Evidence Based Practice	4 points Literature reflects most current state of knowledge; 90% is 5-10 years old (depending on topic) or more recent	3 points $\frac{3}{4}$ of literature reflects current state of knowledge; 75% is 5-10 years old (depending on topic) or more recent	2 points $\frac{1}{2}$ selected sources reflect current state of knowledge; 50% is 5-10 years old (depending on topic) or more recent	1 point Does not reflect current state of knowledge	0 points Not attempted	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-3-B-d- Evidence Based Practice	4 points Accurately and concisely reports results of data analysis	3 points Accurately reports results of data analysis	2 points Reports results of data analysis	1 point Report of data analysis lacks detail and accuracy or utilizes incorrect method	0 points Not attempted	/ 4
NUR-3-B-e- Evidence Based Practice	4 points Compares and contrasts current evidence responding to each research question with appropriate citations	3 points Thoroughly but concisely discusses current evidence in research in relation to SSR's purpose and each research question with appropriate citations	2 points Identifies current evidence and includes citations	1 point Discussion limited in scope and fails to answer research questions and purpose; citations lacking	0 points Not attempted	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-3-B-f- Evidence Based Practice	4 points Clearly and concisely identifies how research findings support or influence changes in clinical education, practice, and research	3 points Implications, derived from study findings, reflect understanding of current research and how findings relate to clinical education, practice, and research	2 points Identifies implications for nursing education, practice, and research derived from study findings	1 point Implications unclear and not related to study findings	0 points Not attempted	/ 4
NUR-3-B-g- Evidence Based Practice	4 points Compares and contrasts current evidence responding to each research question with appropriate citations	3 points Thoroughly but concisely discusses current evidence in research in relation to SSR's purpose and each research question with appropriate citations	2 points Identifies current evidence and includes citations	1 point Discussion limited in scope and fails to answer research questions and purpose; citations lacking	0 points Not attempted	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-3-C-Organization	4 points Clearly distinguishes project participant objectives that are written using realistic, measurable terms	3 points Clearly distinguishes project participant objectives and most objectives are written using realistic, measurable terms	2 points Clearly distinguishes project participant objectives; at least half of objectives written in realistic, measurable terms	1 point Unclear project participant objectives; less than half of objectives written in realistic, measurable terms	0 points No distinction of project participant objectives; objectives unrealistic and not measurable	/ 4
NUR-4-A-Collaboration	4 points Collaborates with instructor, peers, nursing staff, and inter-disciplinary health team	3 points Collaborates with instructor, peers, and nursing staff	2 points Collaborates with instructor and peers	1 point Collaborates with instructor	0 points Does not collaborate in the delivery of healthcare	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-4-A-a- Respect and Civility	4 points Student demonstrates respect and civility in all communication, including clinical, pre and post conferences and sim lab.	3 points	2 points Student demonstrates respect and civility in communication, including clinical, pre and post conferences, and sim lab, with rare exception.	1 point	0 points Student demonstrates a lack of respect and civility in communication.	/ 4
NUR-4-A-b- Professional Behavior	4 points Demonstrates an exemplary professional behavior and engagement during clinical and simulation laboratory experiences.	3 points Demonstrates a competent professional behavior and engagement during clinical and simulation laboratory experiences.	2 points Demonstrates an acceptable professional behavior during clinical and simulation laboratory experiences.	1 point Demonstrates an unacceptable professional behavior during clinical and simulation laboratory experiences.	0 points Does not attempt to demonstrate professional behavior.	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-4-A-c- Collaboration with Community	4 points Identifies community involvement in childbearing process; gives two examples with supporting details	3 points Identifies and interprets community involvement in childbearing process; gives one example with supporting details	2 points Identifies community involvement in childbearing process	1 point Information does not clearly meet criteria	0 points Not attempted	/ 4
NUR-4-A-d- Oral Communicatio n	4 points Makes strong statements about value of study in relation to evidence-based practice	3 points Makes statements about value of study in relation to evidence-based practice	2 points Makes statements about value of study in nursing	1 point Does not conclude relating study to nursing practice	0 points Not attempted	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-4-B-Oral Communication	4 points Uses professional, culturally sensitive communication skills that are clear, concise and well-organized: aware of personal communication style and aims to improve personal communication style	3 points Uses professional, culturally sensitive communication skills that are clear, concise and well-organized	2 points Verbal communication relevant, clear and culturally appropriate	1 point Verbal communication lacks relevance, clarity, or cultural sensitivity	0 points Verbal communication not attempted	/ 4
NUR-4-B-a-Oral Presentation	4 points Presentation includes all aspects of project; dress is professional; within time limit	3 points Presentation includes 90% of project criteria; dress is business/causal; within time limit	2 points Presentation includes 75% of project; dress is appropriate for setting; 1-2 minutes above time limit	1 point Presentation includes 50% of project criteria; dress is casual; 3-5 minutes above time limit	0 points Presentation includes 25% of project criteria; dress is unprofessional; goes over time limit	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-4-B-b- Oral Presentation	4 points Sparks interest in topic; introduces supportive and interesting details	3 points Sparks interest in topic; introduces supportive details	2 points Sparks interest in topic	1 point Identifies topic; lacks sufficient supportive details	0 points Fails to introduce topic	/ 4
NUR-4-B-c- Oral Presentation	4 points Clearly and concisely states problem, purpose, and PICO; research questions flow from PICO statement and are appropriate to topic of interest	3 points Clearly states problem, purpose, and PICO; research questions flow from PICO statement and are appropriate to topic of interest	2 points Clearly states problem, purpose, and PICO; research questions relate to topic of interest	1 point Clearly states problem, purpose and PICO; research questions inappropriate to topic or are unclear	0 points Unclear problem, purpose, or PICO statement	/ 4
NUR-4-B-d- Oral Presentation	4 points Clearly and concisely cites most significant findings of data analysis	3 points Cites conclusions representing most significant findings of data analysis	2 points Cites conclusions consistent with data analysis	1 point Cites conclusion inconsistent with data analysis	0 points Not attempted	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-4-B-e- Oral Presentation	4 points Accurately and comprehensively interprets findings in relation to nursing education, practice, and research, with gaps in knowledge identified	3 points Accurately interprets findings in relation to nursing education, practice, and research, with gaps in knowledge identified	2 points Accurately interprets findings in relation to nursing education, practice, and research	1 point Interpretation of findings in relation unclear or inaccurate	0 points Not attempted	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-4-B-f- Oral Presentation	4 points Discusses strengths and limitations of study in clear, concise, and comprehensive manner; includes recommendations for study replication and use of clinical guidelines	3 points Identifies strengths and limitations of study clearly and concisely; identifies recommendations for study replication and use of clinical guidelines	2 points Lists strengths and limitations of study; lists recommendations for study replication and presence of clinical guidelines	1 point Does not adequately identify strengths and limitations of study; does not identify recommendations for study replication or use of clinical guidelines on topic	0 points Not attempted	/ 4
NUR-4-B-g- Oral Presentation	4 points Information organized in clear, logical way; slides have good transition and flow of information	3 points Most information organized in clear, logical way	2 points Some information logically sequenced	1 point No clear plan for organization of information	0 points Did not attempt to organize information	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-4-B-h- Oral Presentation	4 points Business attire; stands up straight; establishes eye contact with everyone in room during presentation; completely prepared; speaks clearly; portrays strong enthusiasm about topic; completes presentation within time frame; has time for questions	3 points Crisp, casual business attire; stands up straight; establishes eye contact with a few people during presentation; seems fairly prepared, but might have needed more rehearsals; speaks clearly; sometimes portrays enthusiasm about topic; smoothly completes presentation within time frame	2 points Casual business attire; sometimes stands up straight; establishes little eye contact; somewhat prepared; mispronounces a few words; portrays little enthusiasm for topic, yet completes in time frame	1 point General attire not appropriate for audience; slouches and/or does not look at audience; does not seem at all prepared to present; often mumbles or cannot be understood; little use of facial expressions or body language; unable to complete presentation within given time frame	0 points Not attempted	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-4-C- Written Communicatio n	4 points Written communication accurate, clear, concise, comprehensive, and well organized	3 points Written communication accurate, relevant, clear and comprehensive	2 points Written communication accurate, relevant, clear and appropriate	1 point Written communication lacks relevance, clarity, or incomplete	0 points Written work not attempted	/ 4
NUR-4-C-a- Written Communicatio n	4 points All objectives addressed and discussion comprehensive	3 points All objectives addressed and discussion satisfactory	2 points All or most objectives addressed and discussion limited	1 point Some objectives not addressed and discussion unsatisfactory	0 points Did not address objectives	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-4-C-b- Written Communicatio n	4 points Organization enhances development of main ideas; easily moves reader through discussion; compelling; well-constructed paragraphs	3 points Organization clear and focused on main ideas; moves reader through discussion; well-constructed paragraphs	2 points Organization attempted; some ideas clear; overall structure inconsistent	1 point Writing lacks clear organizational structure; difficult to follow-- reader has to reread portions; or discussion too short to demonstrate organizational skills	0 points Did not attempt to organize information	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-4-C-c- Written Communicatio n	4 points Writing clearly relates to objectives; focused, interesting, and holds reader's attention; main ideas distinct, well developed, and include several supporting details	3 points Writing clearly relates to objectives; focused, and interesting; main ideas clear and developed by 1-2 supporting details	2 points Writing clearly relates to objectives; main ideas easily understood; development limited or general	1 point Writing has little or nothing to do with objectives; purpose unclear and development minimal	0 points Writing lacks central idea or purpose	/ 4
NUR-4-C-d- Written Communicatio n	4 points Includes several creative, original, and relevant, telling details that go beyond obvious or predictable	3 points Includes 1-2 original, relevant, supporting details	2 points Includes repetitious details and lacks creativity	1 point Details unrelated to topic	0 points Did not attempt	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-4-C-e- Written Communicatio n	4 points Meets APA formatting standards of ORU Anna Vaughn School of Nursing, with no mistakes, grammatical, spelling, or punctuation error	3 points Meets APA formatting standards of ORU Anna Vaughn School of Nursing with 1 or 2 mistakes, grammatical, spelling, or punctuation errors	2 points Meets most APA formatting standards of ORU Anna Vaughn School of Nursing with several mistakes, grammatical, spelling, or punctuation errors	1 point Has many mistakes in APA formatting, grammatical, spelling, or punctuation errors	0 points Did not attempt	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-4-C-f- Written Communication	4 points Content outline includes main subject headings and subheadings with specific details about project schedule, budget, teaching methodology; includes detailed timelines and specific activities; includes evidenced-based rationale	3 points Content outline includes main subject headings and subheadings with several details about project schedule, budget, teaching methodology; includes detailed timelines with some activities; includes evidenced-based rationale	2 points Content outline includes main subject headings and subheadings without details or project schedule; includes timeline with no activities listed; includes some rationale	1 point Content outline includes main subject headings or project schedule; includes sketchy timeline; includes few rationale	0 points Content outline or project schedule do not relate to clinical project, provide enough information about project activities, or include supporting rationale	/ 4
NUR-4-C-g- Written Communication	4 points Slide content clearly relates to topic; creative; appropriate in content and details	3 points Slide content clearly relates to topic with appropriate content	2 points Slide content clearly relates to topic	1 point Slide content has little or nothing to do with topic or has inappropriate content	0 points Slide content lacks development	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-4-C-h- Written Communicatio n in Abstract	4 points Clearly and concisely presents all necessary elements with good flow and use of professional language	3 points Presents all necessary elements with good flow and use of professional language	2 points All elements presented accurately and utilizes some professional language	1 point Some elements presented accurately; utilizes some professional language	0 points Not attempted	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-4-C-i- Written Communication	4 points Introduces topic of interest in way that captures attention of reader, with supporting details; gives clear, concise, and comprehensive summary of current information relevant to topic of interest, reflecting use of multiple sources; references clearly cited	3 points Concise summary of current information relevant to topic of interest; references clearly cited	2 points Brief summary of information relevant to topic	1 point Citations missing; statement of personal opinion rather than citing experts or professional literature	0 points Not attempted	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-4-C-j- Written Communicatio n	4 points Clearly and concisely identifies inclusion criteria; key search words; sources, databases, websites, etc; explains rationale for choices	3 points Clearly identifies inclusion criteria; key search words; sources, databases, websites, etc.	2 points Identifies two of the following three: inclusion criteria; key search words; sources, databases, websites, etc.	1 point Unclear about sources of evidence and/or identifies minimal pertinent information	0 points Not attempted	/ 4
NUR-4-C-k- Written Communicatio n	4 points Clear and concise statement identifying problem to be addressed by purpose and research question	3 points Clear identification of problem to be addressed by purpose and research question	2 points Identification of problem to be addressed by purpose and research question	1 point Problem not clearly identified	0 points Not attempted	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-4-C-I- Written Communicatio n	4 points Research questions stated in PICO format, significant to clinical practice, and guide research process	3 points Research questions significant and pertinent to clinical practice	2 points Research questions are stated in PICO format	1 point Research questions absent or unclear	0 points Not attempted	/ 4
NUR-4-C-m- Written Communicatio n	4 points Clear and concise statement purpose using format that indicates intent to search current knowledge about topic	3 points Clear and concise statement of purpose	2 points Clear statement of purpose	1 point Statement of purpose unclear or absent	0 points Not attempted	/ 4
NUR-4-C-n- Written Communicatio n	4 points Defines and explains study variable(s) referenced to most scholarly works	3 points Defines study variable(s) referenced to scholarly works	2 points Defines study variable(s)	1 point Identifies study variable(s)	0 points Not attempted	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-4-C-o- Written Communicatio n	4 points Clearly and with sufficient detail identifies design of, sample, ethical considerations, data collection, and data analysis	3 points Clearly identifies design of, sample, ethical considerations, data collection, and data analysis	2 points Identifies design of, sample, ethical considerations, data collection, and data analysis	1 point Unclear about methodology	0 points Not attempted	/ 4
NUR-4-C-p- Written Communicatio n	4 points Clearly and comprehensively addresses strengths and limitations of study, including potential biases to study	3 points Addresses some strengths and limitations of study	2 points Identifies one or two strengths and limitations of study	1 point Study strengths and limitations not identified	0 points Not attempted	/ 4
NUR-4-C-q- Written Communicatio n	4 points Gives clear and comprehensive recommendations for study replication	3 points Gives clear recommendations for study replication	2 points Includes recommendations for study replication	1 point Recommendations for study replication unclear	0 points Not attempted	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-4-C-r- Written Communicatio n	4 points Clearly and concisely summarizes paper, focusing on key findings and implications for clinical practice; written so clearly that conclusion section could be an abstract of paper	3 points Clearly summarizes paper, focusing on key findings and implications for clinical practice	2 points Summarize key elements of paper	1 point Inadequate summary of key elements of paper	0 points Not attempted	/ 4
NUR-4-C-s- Written Communicatio n	4 points All references listed and matching citations within text	3 points 90% references listed and matching citations within text	2 points 75% references listed and matching citations within text	1 point 50% references listed and matching citations within text	0 points Missing or unmatched references citations within text	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-4-C-t- Written Communicatio n	4 points Ideas presented in logical manner and transitions used to link ideas and sections of paper throughout entire paper	3 points Ideas presented in logical manner and transitions used to link ideas and sections of paper throughout at least 75% of paper	2 points Ideas presented in logical manner and transitions used to link ideas and sections of paper throughout at least 50% of paper	1 point Ideas seldom presented in logical manner and transitions to link ideas and sections of paper are generally lacking	0 points Not attempted	/ 4
NUR-4-C-u- Written Communicatio n	4 points Length of paper does not exceed 20 pages from beginning of introduction to end of conclusions section	3 points Length of paper does not exceed 20 pages from beginning of introduction to end of conclusions section	2 points Length of paper does not exceed 20 pages from beginning of introduction to end of conclusions section	1 point Length of paper exceeds 20 pages from beginning of introduction to end of conclusions section	0 points Not attempted	/ 4
NUR-4-C-v- Written Communicatio n	4 points Revises paper as required by good writing methods	3 points Revises paper as required by good writing methods	2 points Revises paper as required by good writing methods	1 point Does not revise paper as required for good writing	0 points Not attempted	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-4- C-w- Written Communicatio n	4 points Comprehensively discusses currency of evidence, various types of evidence, and scope of evidence	3 points Clearly identifies currency of evidence and various types of evidence	2 points Identifies two of the following: • currency of evidence, various types of evidence, and scope of evidence	1 point Any one of the following: • outdated evidence or no mention of types of evidence	0 points Not attempted	/ 4
NUR-4-C-x- Written Communicatio n	4 points Reflects comprehensive review of subject matter; evidence and rationale for inclusion clearly and concisely described	3 points Reflects comprehensive review of subject matter; evidence and rationale for inclusion clearly described	2 points Reflects an adequate review of subject matter; evidence and rationale for inclusion clearly described	1 point Does not reflect an adequate review of subject matter; evidence and rationale for inclusion not clearly described	0 points Not attempted	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-4-C-y- Written Communicatio n	4 points Gives clear and comprehensive recommendation s for study replication; makes recommendation s regarding clinical guidelines, including presence on topic and if there is a need for updating, or clarifies that no clinical guidelines are available; citations of websites searched	3 points Gives clear recommendation s for study replication; indicates evidence of searches for clinical guidelines, citing sources and dates	2 points Includes recommendation s for study replication; indicates search for clinical guidelines (yes or no)	1 point Recommendation s for study replication unclear; no mention of existence of clinical guidelines related to topic	0 points Not attempted	/ 4
NUR-5-A- Safety	4 points Performs safe nursing practice	3 points	2 points	1 point	0 points Performs unsafe nursing practice	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-5-B- Quality Improvement	4 points Self-initiates quality improvement measure	3 points Recognizes need for quality improvement and demonstrates willingness to change	2 points Recognizes need for quality improvement	1 point Does not recognize need for quality improvement	0 points Denies credibility of feedback and unwilling to change	/ 4
NUR-5-B-a- Personal Quality Improvement	4 points Discusses personal insights and feelings related to information discussed in all items above	3 points Discusses personal insights and feelings related to information discussed in 50% of items above	2 points Discusses personal insights and feelings related to information discussed in 25% of items above	1 point Not attempted or information not clearly meeting criteria	0 points Not attempted	/ 4
NUR-5-B-b- Personal Nursing Practice	4 points Clear and complete explanation of personal nursing practice with supporting details	3 points Explains personal nursing practice interest with some detail	2 points Explains personal nursing practice interest	1 point Ties to topic unclear	0 points Not attempted	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-6-A- Informatics	4 points Demonstrates exemplary use of informatics in delivery of healthcare	3 points Demonstrates competent use of informatics in delivery of healthcare	2 points Demonstrates acceptable use of informatics in delivery of healthcare	1 point Demonstrates unacceptable use of informatics in delivery of healthcare	0 points Does not employ informatics in delivery of healthcare	/ 4
NUR-6-A-a- Sources	4 points Uses 4 or more appropriate literature and internet resources, correctly cited	3 points Uses 3 appropriate literature and internet resources correctly cited	2 points Uses less than 3 appropriate literature and internet resources; may or may not be correctly cited	1 point Information does not clearly meet criteria	0 points Not attempted	/ 4
NUR-6-B- Technology	4 points Demonstrates exemplary use of technology in delivery and management of nursing practice	3 points Demonstrates competent use of technology in delivery and management of nursing practice	2 points Demonstrates acceptable use of technology in delivery and management of nursing practice	1 point Inaccurately employs technology in delivery and management of nursing practice	0 points Does not employ technology in delivery and management of nursing practice	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-6-B-a-Technology	4 points Background does not detract from text or other graphics; choice of background consistent from card to card and appropriate for topic	3 points Background does not detract from text or other graphics; choice of background consistent from card to card	2 points Background does not detract from text or other graphics	1 point Background makes it difficult to see text or competes with other graphics on page	0 points Background inappropriate	/ 4
NUR-6-B-b-Technology	4 points Font formats (color, bold, italic) have been carefully planned to enhance readability and content	3 points Font formats have been carefully planned to enhance readability	2 points Font formatting has been carefully planned to complement content; may be a little hard to read	1 point Font formatting makes it very difficult to read material	0 points Not attempted	/ 4
NUR-6-B-c-Technology	4 points All graphics/art attractive (size and colors) and support theme/content of presentation	3 points A few graphics not attractive but all support theme/content of presentation	2 points All graphics attractive but a few do not seem to support theme/content of presentation	1 point Several graphics unattractive and detract from content of presentation	0 points Does not use graphics	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-6-B-d-Technology	4 points PowerPoint professionally done, creative, and holds attention of audience	3 points PowerPoint professionally done and holds attention of audience	2 points PowerPoint professionally done	1 point PowerPoint lacks professional quality	0 points PowerPoint unprofessional	/ 4
NUR-7-A-Leadership with Christian Principles	4 points Demonstrates exemplary Christian principles in leadership	3 points Competently demonstrates Christian principles in leadership	2 points Acceptably demonstrates Christian principles in leadership	1 point Unacceptable demonstration of Christian principles in leadership	0 points No evidence that Christian principles influences nursing leadership	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-7-A-a- Leadership with Christian Principles in Antenatal Care	4 points Discusses two selected cultures' childbirth practices in relation to a Christian Worldview; relates all necessary biblical precedents/princ iples with details	3 points Discusses one selected culture's childbirth practices in relation to a Christian Worldview; relates all necessary biblical precedents/princ iples with details	2 points Discuss one selected culture's childbirth practices in relation to a Christian Worldview	1 point Information does not clearly meet criteria	0 points Not attempted	/ 4
NUR-7-B- Leadership with a Global Perspective	4 points Demonstrates exemplary global perspective in leadership	3 points Competently demonstrates global perspective in leadership	2 points Acceptably demonstrates global perspective in leadership	1 point Unacceptable demonstration of global perspective in leadership	0 points No evidence of global perspective in leadership	/ 4
NUR-7-C- Whole Person Leadership	4 points Demonstrates exemplary whole person leadership	3 points Demonstrates competent whole person leadership	2 points Demonstrates acceptable whole person leadership	1 point Demonstrates unacceptable whole person leadership	0 points No evidence of whole person leadership	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-7-D-Ethical Behavior	4 points Demonstrates honest behavior and transparency	3 points	2 points	1 point	0 points Does not demonstrate honest behavior and transparency	/ 4
NUR-7-E-Leadership and Cultural Awareness	4 points Demonstrates exemplary cultural awareness in leadership	3 points Demonstrates competent cultural awareness in leadership	2 points Demonstrates acceptable cultural awareness in leadership	1 point Demonstrates unacceptable cultural awareness in leadership	0 points No evidence of cultural awareness in leadership	/ 4
NUR-7-E-a-Cultural Awareness	4 points Identifies specific culture and rationale for choosing this group; uses 3 supporting details; explanation clear and logical	3 points Specific culture and rationale for choosing this group; uses 2 or less supporting details; explanation clear	2 points Specific culture and rationale for choosing this group; has no supporting details; explanation not clear or logical	1 point Information does not clearly meet criteria	0 points Not attempted	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
NUR-7-E-b-Cultural Awareness	4 points Identifies two culture-specific practices (customs) related to prenatal period, and contrasts with US practice	3 points Identifies one culture-specific practice (custom) related to prenatal period, and contrasts with US practice	2 points Identifies culture-specific practice (custom) related to prenatal period	1 point Information does not clearly meet criteria	0 points Not attempted	/ 4

Total / 404

Overall Score

Level 4
86 points minimum

Level 3
58 points minimum

Level 2
34 points minimum

Level 1
14 points minimum

Level 0
0 points minimum

WPA-MSN-NEDC-OL-Master Rubric

Course: ORU Online

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
MSN-NEDC-OL-1-A-Understanding of Ethical Principles	4 points Comprehensively articulates the way ethical principles impact the nurse educator role	3 points Analytically articulates the way ethical principles impact the nurse educator role	2 points Articulates major ethical principles that impact the nurse educator role including information of how they do	1 point Fails to articulate major ethical principles that impact the nurse educator role and/or does not include information of how they do	0 points Does not attempt	/ 4
MSN-NEDC-OL-1-B-Use of Ethical Principles	4 points Comprehensively assesses the use of ethical principles that impact the nurse educator role in the MSN student role	3 points Analytically assesses the use of major ethical principles that impact the nurse educator role in the MSN student role	2 points Assesses the use of one or two ethical principles that impact the nurse educator role in the MSN student role	1 point Fails to demonstrate the use of ethical principles that impact the nurse educator role in the MSN student role without major prompting	0 points Does not attempt	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
MSN-NEDC-OL-1-C-Personal Holy Spirit Empowerment	4 points Comprehensively articulates current role of the Holy Spirit in student's nurse educator experience	3 points Analytically articulate current role of the Holy Spirit in student's nurse educator experience	2 points Articulates one way the student currently experiences the Holy Spirit in their role as nurse educator	1 point Fails to articulate how the Holy Spirit empowers self in the nurse educator role	0 points Does not attempt	/ 4
MSN-NEDC-OL-1-D-Articulates Holy Spirit Empowerment	4 points Comprehensively articulates ways the Holy Spirit can empower one in the nurse educator role	3 points Analytically articulates ways the Holy Spirit can empower one in the nurse educator role	2 points Articulates one or two ways in which the Holy Spirit can empower one in the nurse educator role	1 point Fails to articulate how the Holy Spirit can empowers one in the nurse educator role	0 points Does not attempt	/ 4
MSN-NEDC-OL-2-A-Assess Current Leadership Style	4 points Comprehensively assesses leadership style as it related to the role of nurse educator	3 points Analytically assesses leadership style as it relates to the role of nurse educator	2 points States leadership style as it relates to the role of the nurse educator	1 point Does not identify leadership style as it relates to the role of the nurse educator.	0 points Does not attempt	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
MSN-NEDC-OL-2-B-Appraise Leadership Styles in the Context of Various Academic Settings	4 points Comprehensively appraises multiple leadership styles within the context of various academic settings	3 points Analytically appraises two leadership styles within the context of various academic settings	2 points Analytically appraises one leadership style within the context of various academic settings	1 point Does not appraise a leadership style in various academic settings	0 points Does not attempt	/ 4
MSN-NEDC-OL-2-C-Development of a Personal Leadership Style	4 points Devises a comprehensive plan for developing self as leader, includes several goals for improvement, identifying areas of body mind and spirit	3 points Devises a plan for developing self as leader after comparing attributes of successful and effective leaders to identified personal leadership attributes. Includes several goals for improvement	2 points Devises a plan for developing self as leader after comparing attributes of successful and effective leaders to identified personal leadership attributes. Includes up to two major goals for improvement	1 point	0 points Does not Does not develop a plan for developing self as leader or does not compare personal leadership attributes to identified attributes of successful and effective leaders attempt	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
MSN-NEDC-OL-2-D-Utilization of Leadership Principles in the Teaching and Learning Process	<p>4 points</p> <p>Demonstrates effective use of leadership principles in the role of the MSN student for nurse educator without prompting; includes demonstration of principles and attributes identified in leadership development plan</p>	<p>3 points</p> <p>Demonstrates effective use of leadership principles in the role of the MSN student for nurse educator with minimal prompting; includes demonstration of some principles and attributes identified in leadership development plan</p>	<p>2 points</p> <p>Demonstrates effective use of established leadership principles in the role of the MSN student for nurse educator; requires some prompting and encouragement to implement goals set</p>	<p>1 point</p> <p>Does not demonstrate effective use of established leadership principles in the role of the MSN student for nurse educator or does not implement goals set even with prompting and encouragement</p>	<p>0 points</p> <p>Does not attempt</p>	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
MSN-NEDC-OL-3-A-Explains Variables that Affect Nursing Education	4 points Comprehensively explains variables that affect nursing education. Goes in depth with multiple elements beyond the ordinary or expected	3 points Comprehensively explains variables that affect nursing education. Goes beyond the ordinary or expected in one or two areas	2 points Explains variables that affect nursing education	1 point Fails to explain appropriate variables that affect nursing education	0 points Does not attempt	/ 4
MSN-NEDC-OL-3-B-Explains Quality Indicators for Nursing Education	4 points Comprehensively explains quality indicators for nursing education; goes in depth with multiple elements beyond the ordinary or expected	3 points Comprehensively explains quality indicators for nursing education; goes beyond the ordinary or expected in one or two areas	2 points Explains quality indicators for nursing education	1 point Fails to explain appropriate quality indicators for nursing education	0 points Does not attempt	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
MSN-NEDC-OL-3-C-Explains Outcomes in Nursing Education	4 points Comprehensively explains desirable outcomes in nursing education; goes in depth and includes information of how all identified variables and quality indicators relate	3 points Comprehensively explains desirable outcomes in nursing education; includes information of how some identified variables and quality indicators relate.	2 points Explains desirable outcomes in nursing education; includes information of how some identified variables and quality indicators relate	1 point Fails to explain desirable outcomes in nursing education or does not relate outcomes to identified variables and quality indicators	0 points Does not attempt	/ 4
MSN-NEDC-OL-4-A-Explains Teaching and Learning Strategies	4 points Comprehensively discriminates between effective teaching and learning strategies utilized in a variety of educational settings	3 points Explains multiple effective teaching and learning strategies utilized in a variety of educational settings	2 points Explains effective teaching and learning strategies utilized in nursing education	1 point Fails to explain effective teaching and learning strategies	0 points Does not attempt	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
MSN-NEDC-OL-4-B- Identification of Educational Settings	4 points Comprehensively identifies educational settings impacted by nurses	3 points Identifies multiple educational settings impacted by nurses	2 points Identifies common educational settings impacted by nurses	1 point Fails to identify common education settings impacted by nurses	0 points Does not attempt	/ 4
MSN-NEDC-OL-4-C- Evaluation of Teaching and Learning Strategies	4 points Evaluates teaching and learning strategies for effectiveness in educational settings impacted by nurses; includes analysis of strengths and weaknesses and evidence of best practice	3 points Evaluates teaching and learning strategies for effectiveness in multiple educational settings impacted by nurses	2 points Evaluates teaching and learning strategies for effectiveness in common educational settings impacted by nurses	1 point Fails to evaluate teaching and learning strategies for effectiveness	0 points Does not attempt	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
MSN-NEDC-OL-5-A- Identification of Immersive Technologies	4 points Comprehensively identifies immersive technologies that will aid in nursing education	3 points Identifies multiple immersive technologies that will aid in nursing education	2 points Identifies the most common immersive technologies that will aid in nursing education	1 point Unable to identify immersive technologies that will aid in nursing education	0 points Does not attempt	/ 4
MSN-NEDC-OL-5-B- Evaluation of Immersive Technologies	4 points Evaluates the effectiveness of immersive technologies that may be beneficial in nursing education going in depth with the evaluation and beyond the expected	3 points Evaluates the effectiveness of immersive technologies that may be beneficial in nursing education	2 points Evaluates the effectiveness of immersive technologies known to be beneficial in nursing education	1 point Fails to evaluate immersive technologies for their application to nursing education	0 points Does not attempt	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
MSN-NEDC-OL-5-C-Utilization of Informatics in the Teaching and Learning Process	4 points Utilizes a wide variety of immersive technologies evaluated to be effective in the teaching/learning process	3 points Utilizes several varieties of immersive technologies evaluated to be effective in the teaching/learning process for nursing education	2 points Utilizes common immersive technologies known to be effective in the teaching/learning process for nursing education	1 point Fails to utilize appropriate immersive technologies in the teaching/learning process	0 points Does not attempt	/ 4
MSN-NEDC-OL-6-A-Identification of Current Environmental Contexts	4 points Comprehensively identifies current environmental contexts that impact nursing education in a variety of settings	3 points Identifies multiple current environmental contexts that impact nursing education in a variety of settings	2 points Identifies 2-3 current environmental contexts that impact nursing education in at least 2 different settings	1 point Fails to identify current environmental contexts that impact nursing education	0 points Does not attempt	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
MSN-NEDC-OL-6-B-Evaluation of Current Environmental Contexts	4 points Evaluates the impact of current environmental contexts that may impact nursing education going in depth with the evaluation and beyond the expected	3 points Evaluates the impact of several current environmental contexts that may impact nursing education	2 points Evaluates the impact of at least 2 identified environmental contexts that may impact nursing education	1 point Fails to evaluate environmental contexts that may impact nursing education	0 points Does not attempt	/ 4
MSN-NEDC-OL-6-C-Impact Environmental Contexts	4 points Demonstrates the use of multiple effective strategies to positively address the impact of identified current environmental contexts on nursing education	3 points Demonstrates the use of two effective strategies to positively address the impact of at least two identified current environmental contexts on nursing education	2 points Demonstrates the use of an effective strategy to positively address the impact of at least 2 identified current environmental contexts on nursing education	1 point Fails to demonstrate effective strategies to address the impact of environmental contexts on nursing education	0 points Does not attempt	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
MSN-NEDC-OL-7-A-Content Knowledge	4 points Demonstrates proficiency in breath of content from assigned readings, and from relevant outside resources	3 points Demonstrates sufficiency in content from assigned readings and with some resources	2 points Demonstrates insufficiency in content from assigned sources, with little to no outside resources	1 point Demonstrates deficiency in focusing on assigned content. Draws upon no outside materials	0 points Does not attempt	/ 4
MSN-NEDC-OL-7-B-Argument and Analysis	4 points Demonstrated proficiency in critical reasoning tying topic, content and application; shows proficient argument and analysis	3 points Demonstrates sufficiency in critical reasoning making some connection between topic, content and application; shows sufficient argument and analysis	2 points Demonstrates insufficiency in critical reasoning making little to no connection between topic, content and application; shows insufficient argument and analysis	1 point Demonstrates deficiency in critical reasoning making no connection between topic, content and application; argument and analysis is deficient	0 points Does not attempt	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
MSN-NEDC-OL-7-C-Writing and Structure	<p>4 points</p> <p>Demonstrates proficiency by no grammatical or writing errors, with clear introduction, flow and appropriate structure; displays major self-understanding; document/presentation uses relevant examples, clear steps and recommendations that an explicit audience can use to improve their lives and impact society</p>	<p>3 points</p> <p>Demonstrates sufficiency by not more than 1 grammatical or writing error a page, with some purpose or premise; with some structure; displays good self-understanding; the work acknowledges its audience's context and provides general recommendations</p>	<p>2 points</p> <p>Demonstrates insufficiency by more than 2 grammatical or writing errors a page, with vague purpose or premise; with weak structure; some self-understanding; the work is implicit about its intended audience and suggests some action</p>	<p>1 point</p> <p>Demonstrates deficiency by more than 3 grammatical or writing errors a page, with no purpose or premise; with no structure; lacks self-understanding; does not acknowledge its audience; nor contain actionable steps</p>	<p>0 points</p> <p>Does not attempt</p>	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
MSN-NEDC-OL-8-A-Spiritual Empowerment	4 points Articulates a knowledge of how the Holy Spirit releases people into ministry in an exemplary way	3 points Articulates a knowledge of how the Holy Spirit releases people into ministry in a competent way	2 points Articulates a knowledge of how the Holy Spirit releases people into ministry in an acceptable way	1 point Articulates a knowledge of how the Holy Spirit releases people into ministry in an unacceptable way	0 points Does not attempt	/ 4
MSN-NEDC-OL-8-B-Ministry of Holy Spirit	4 points Articulates a personal perspective on the person, work, and ministry of the Holy Spirit in an exemplary way	3 points Articulates a personal perspective on the person, work, and ministry of the Holy Spirit in a competent way	2 points Articulates a personal perspective on the person, work, and ministry of the Holy Spirit in an acceptable way	1 point Articulates a personal perspective on the person, work, and ministry of the Holy Spirit in an unacceptable way	0 points Does not attempt	/ 4

Criteria	Level 4	Level 3	Level 2	Level 1	Level 0	Criterion Score
MSN-NEDC-OL-8-C-Oral Roberts Teachings	4 points Expression of specific teachings associated with Oral Roberts in an exemplary way	3 points Expression of specific teachings associated with Oral Roberts in a competent way	2 points Expression of specific teachings associated with Oral Roberts in an acceptable way	1 point Expression of specific teachings associated with Oral Roberts in an unacceptable way	0 points Does not attempt	/ 4

Total	/ 104
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Overall Score

Level 4
94 points minimum

Level 3
62 points minimum

Level 2
36 points minimum

Level 1
16 points minimum

GDNP 750 - Health Policy, Economics and Finance- Project 3 Policy Analysis Project WPA Rubric

Criteria	Level 4 Exemplary	Level 3 Mastery	Level 2 Proficiency	Level 1 Introductory	Level 0 Deficiency
DNP-OL-3-A-Introduction	Introduces health problem or issue to be addressed - clearly and succinctly, with strong opening sentence.	Introduces health problem or issue to be addressed - clearly and succinctly, with strong opening sentence; one element weak or absent	Introduces health problem or issue to be addressed - clearly and succinctly, with strong opening sentence; two elements are weak or absent	Introduces health problem or issue to be addressed - clearly and succinctly, with strong opening sentence; all three elements are weak or absent	Fails to introduce health problem or issue to be addressed - clearly or succinctly, Lacks a strong opening sentence
DNP-OL-3-B-Problem Identification	Synthesizes current literature, statistical data, and link to advanced practice registered nursing (APRN)	Synthesizes current literature, statistical data, OR link to APRN; one element is weak or absent	Synthesizes current literature, statistical data, OR link to APRN; two elements are weak or absent	Synthesizes current literature, statistical data, OR link to APRN; all three elements are weak or absent	Fails to synthesize current literature, statistical data, or link to APRN
DNP-OL-3-C-Policy Analysis	Analyzes varied issue viewpoints – completely, including APRN, and regulatory positions	Analyzes varied issue viewpoints – completely, including APRN, and regulatory positions; one element is weak or absent	Analyzes varied issue viewpoints – completely, including APRN, and regulatory positions; two elements are weak or absent	Analyzes varied issue viewpoints – completely, including APRN, and regulatory positions; three elements are weak or absent	Fails to analyze varied issue viewpoints – completely, including APRN, and regulatory positions
DNP-OL-3-D-Strategy & Policy Development	Integrates current evidence into APRN practice – efficiently, within sociocultural norms, and meeting assessed population needs	Integrates current evidence into APRN practice – efficiently, within sociocultural norms, and meeting assessed population needs; one element is weak or absent	Integrates current evidence into APRN practice – efficiently, within sociocultural norms, and meeting assessed population needs; two elements are weak or absent	Integrates current evidence into APRN practice – efficiently, within sociocultural norms, and meeting assessed population needs; three elements are weak or absent	Fails to integrate current evidence into APRN practice – efficiently, within sociocultural norms, or meeting assessed population needs
DNP-OL-3-E-Policy Enactment	Integrates current evidence into APRN practice – efficiently, within sociocultural norms, and meeting assessed population needs	Integrates current evidence into APRN practice – efficiently, within sociocultural norms, and meeting assessed population needs; one element is weak or absent	Integrates current evidence into APRN practice – efficiently, within sociocultural norms, and meeting assessed population needs; two elements are weak or absent	Integrates current evidence into APRN practice – efficiently, within sociocultural norms, and meeting assessed population needs; three elements are weak or absent	Fails to integrate current evidence into APRN practice – efficiently, within sociocultural norms, or meeting assessed population needs
DNP-OL-3-F-Policy Implementation	Develops a collaborative implementation plan with policy decision-makers – including peers, administration, and interdisciplinary health care team	Develops a collaborative implementation plan with policy decision-makers – including peers, administration, and interdisciplinary health care team; one element is weak or absent	Develops a collaborative implementation plan with policy decision-makers – including peers, administration, and interdisciplinary health care team; two elements are weak or absent	Develops a collaborative implementation plan with policy decision-makers – including peers, administration, and interdisciplinary health care team; three elements are weak or absent	Fails to develop a collaborative implementation plan with policy decision-makers – including peers, administration, or interdisciplinary health care team
DNP-OL-3-G-Stakeholder Engagement & Education	Develops a collaborative engagement & education strategy with policy decision-makers – including peers, administration, and interdisciplinary health care team	Develops a collaborative engagement & education strategy with policy decision-makers – including peers, administration, and interdisciplinary health care team; one element is weak or absent	Develops a collaborative engagement & education strategy with policy decision-makers – including peers, administration, and interdisciplinary health care team; two elements are weak or absent	Develops a collaborative engagement & education strategy with policy decision-makers – including peers, administration, and interdisciplinary health care team; three elements are weak or absent	Fails to develop a collaborative engagement & education strategy with policy decision-makers – including peers, administration, or interdisciplinary health care team
DNP-OL-3-H-Evaluation	Develops a collaborative evaluation plan with policy decision-makers – including peers,	Develops a collaborative evaluation plan with policy decision-makers – including peers,	Develops a collaborative evaluation plan with policy decision-makers – including peers,	Develops a collaborative evaluation plan with policy decision-makers – including peers, administration, and interdisciplinary health care	Fails to develop a collaborative evaluation plan with policy decision-makers – including peers, administration,

GDNP 750 - Health Policy, Economics and Finance- Project 3 Policy Analysis Project WPA Rubric

	administration, and interdisciplinary health care team	administration, and interdisciplinary health care team; one element is weak or absent	administration, and interdisciplinary health care team; two elements are weak or absent	team; three elements are weak or absent	or interdisciplinary health care team
DNP-OL-3-I-Conclusion	Summarizes health problem or issue conclusions - clearly and succinctly, with strong closing sentence	Summarizes health problem or issue conclusions - clearly and succinctly, with strong closing sentence; one element is weak or absent	Summarizes health problem or issue conclusions - clearly and succinctly, with strong closing sentence; two elements are weak or absent	Summarizes health problem or issue conclusions - clearly and succinctly, with strong closing sentence; three elements are weak or absent	Fails to summarize health problem or issue conclusions - clearly and succinctly, with strong closing sentence
DNP-OL-3-J-Construction & Style	Meets professional writing standards - without APA formatting, grammatical, spelling, or punctuation errors.	Meets professional writing standards – with minimal APA formatting, grammatical, spelling, or punctuation errors	Meets professional writing standards – with moderate APA formatting, grammatical, spelling, or punctuation errors	Meets professional writing standards – with numerous APA formatting, grammatical, spelling, or punctuation errors	Meets professional writing standards – with extensive APA formatting, grammatical, spelling, or punctuation errors

Updated 12/14/21-bbb; Updated 12/15/21-jcg; Updated 12/21/21-jcg