



**Non-Permanent Staffing Prioritization Rubric**

**Operational Request**

Fiscal Year 2025-2026

Committee Member \_\_\_\_\_ Requested Resource \_\_\_\_\_  
 Department \_\_\_\_\_ Date \_\_\_\_\_

Scoring Area	Related Components	Scoring	Score
I: Planning Documents	<ul style="list-style-type: none"> <li>- Program Review(PR)/ Annual Program Assessment (APA)</li> <li>- Action Plan</li> <li>- Educational Service Plan/ 3-Year Strategic Plan</li> <li>- Facilities Service Plan</li> <li>- Technology Plan</li> <li>- Human Resources Plan</li> <li>- Other planning documents</li> </ul>	<p><b>Max 30 Points:</b></p> <p><b>0 points:</b> No demonstrated need supported by PR/APA</p> <p><b>15 points:</b> Demonstrates need from Program by PR/APA</p> <p><b>30 points:</b> Demonstrates need from PR/APA and linked to Outcomes</p>	
II: Alignment with Annual Institutional Goals	<ul style="list-style-type: none"> <li>- Strategic Planning Goals</li> </ul>	<p><b>Max 30 Points:</b> Sum the points for all institutional goals that the request supports</p> <p><b>10 points:</b> Goal #1 Service: Realign college policies, practices, and processes to remove barriers and to become more effective, efficient, and responsive to students, employees, and</p> <p><b>10 points:</b> Goal #2 Equity: Improve the college culture by becoming a more caring, welcoming, accessible, and inclusive campus.</p> <p><b>10 points:</b> Goal #6 Success: Boost success rates by prioritizing the student experience</p>	
III. Alignment with President's Goals	<ul style="list-style-type: none"> <li>- 2024-2025 President's Goals</li> </ul>	<p><b>Max 20 Points:</b></p> <ul style="list-style-type: none"> <li>- <b>0 points</b> if it does not support any of the goals</li> <li>- <b>10 points</b> if it supports some of the goals</li> <li>- <b>20 points</b> if it supports most of the goals</li> </ul> <p>Increase enrollment and FTE's, Support Programmatic Growth and Improvement.</p> <p>Updated Board Policies and Procedures ensuring they reflect Mission, Vision, and Values of AVC.</p> <p>Community Interactions.</p> <p>Workforce Development.</p> <p>Personal and Professional Growth and Development.</p>	
IV. Measurable Assessment Outcomes (SLO/PLO/ILO/OO, etc)	<ul style="list-style-type: none"> <li>- Outcomes Assessment</li> </ul>	<p><b>Max 20 Points:</b></p> <p><b>0 points:</b> No outcomes</p> <p><b>10 points:</b> Documented Measurable Outcome</p> <p><b>20 points:</b> Documented Measurable Outcome tied to SLO/PLO/ILO/OO</p>	
<b>Total Points (Max 100):</b>			