

Nebraska Educational Service Unit Standards Implementation Rubric

Approved 7/28/2021

The purpose of the Nebraska ESU Standards Implementation Rubric is to provide ESUs and external visitation teams with a tool for both internal and external review. The single-point rubric supports agency specific feedback that targets an organization's particular strengths & challenges. The single-point rubric doesn't force artificial boundaries which allows for a focus on high quality feedback as opposed to ratings. The rubric is simple to use, creating flexibility without sacrificing clarity.

Domain 1: Purpose and Leadership

ESU Standard Indicators	Beginning (Early Stages of Development)	Evident (All indicators being practiced with varying levels of implementation)	Exemplary (All indicators have been fully implemented and are functioning at a high level)
Directions: Highlight the box (beginning, evident, or exemplary) that indicates the current implementation level for each standard indicator.			
1A: The ESU commits to a vision, purpose, and a core set of beliefs about providing programs and services that meet the expectations of the ESU and its member districts.		The ESU has established a clear vision, purpose, and set of beliefs that are grounded in the expectations of the agency and its member districts.	
1B: The ESU engages in a continuous improvement process that improves professional practice, effectiveness, and results.		The ESU has a clear continuous improvement process focused on the goals of the agency and the needs of member districts.	
1C: ESU leadership establishes a strategic plan, as well as processes, procedures and conditions to support agency effectiveness.		The ESU leadership has developed a strategic plan, reflective of its vision, purpose, and beliefs, directed through the administration of processes, procedures, and	

		conditions.	
1D: The ESU establishes conditions to support the development of individual and collective knowledge, skills and professionalism.		The ESU provides ongoing professional learning for agency staff that fosters professional growth, increased knowledge, and enhanced skills.	
1E: The ESU provides professional growth opportunities for internal and district staff in leadership positions.		The ESU provides and supports ongoing professional learning that increases staff leadership capacity to improve results.	
1F: The ESU uses a comprehensive process for staff evaluation.		The ESU utilizes a staff evaluation process that is consistent and leads to professional growth and improved effectiveness of all staff.	
1G: The ESU demonstrates actions that ensure the achievement of the ESUCC's purpose.		The ESU demonstrates professional practices that fulfill the overall purpose of the ESU Coordinating Council.	
1H: The ESU Board, through board policies, understands and practices its defined roles and responsibilities to maintain an effective agency.		The ESU Board approves policies and performs professional practices that fulfill the duties and overall purpose of the ESU Board.	
1I: ESU programming and services fulfill the requirements of Rule 84.		The ESU aligns agency programs and services to fulfill the responsibilities and requirements of Nebraska Rule 84.	
	Documented:		
	Examples might include:		

Evidence

	<p>Strategic Plan Documentation</p> <p>Clear and Continuous Improvement Process is in place</p> <p>Documentation of Evidence that meets ESU Department Goals</p> <p>Developed Vision/Mission, Purpose, & Core Beliefs</p> <p>Agendas and Meetings</p> <p>Key stakeholder involvement is evident throughout the process</p> <p>Adjustments made to plan as needed</p> <p>Master Service Agreement</p> <p>Professional learning/conference attendance</p>	<p>Program Evaluation</p> <p>Organization policies, processes, and procedures focused on professional learning and increased impact/results</p> <p>Climate and culture of professional learning and growth</p> <p>Documented evaluation process, policies, and practices</p> <p>Quality assurance process</p> <p>Implemented board policies and practices</p> <p>Continuous Improvement Process</p> <p>Organizational processes and practices with evidence of effectiveness</p>
--	---	--

Commendations	
----------------------	--

Opportunities for Growth	
---------------------------------	--

Connection to Continuous Improvement Goals	
---	--

Domain 2: Programs and Services

ESU Standard Indicators	Beginning (Early Stages of Development)	Evident (All indicators being practiced with varying levels of implementation)	Exemplary (All indicators have been fully implemented and are functioning at a high level)
-------------------------	---	--	--

Directions: Highlight the box (beginning, evident, or exemplary) that indicates the current implementation level for each standard indicator.

<p>2A: ESUs use a data-driven process to systematically identify the needs of districts to develop an agency service plan.</p>		<p>The ESU engages in a continuous improvement process which utilizes data to systematically identify and prioritize the needs of member districts in the development of an agency service plan.</p>	
<p>2B: The ESU ensures its services are developed and delivered, have clear and measurable outcomes, and are aligned with evidence-based practices.</p>		<p>The ESU develops and delivers services, supports, and programs aligned with evidence-based practices and have clear, measurable outcomes.</p>	

<p>2C: The ESU has established a process to assess implementation of targeted programs and services.</p>		<p>The ESU employs a systematic process to assess implementation of targeted services, supports, and programs for the purpose of evaluating the agency's overall impact.</p>	
<p>2D: Learning opportunities are provided to ESU staff in order to develop and enhance the skills necessary for delivering the agency service plan.</p>		<p>The ESU has structures, resources, and expectations in place to deliver and support ongoing, job-embedded professional learning to increase staff leadership, collaboration, growth, organizational effectiveness and results.</p>	
<p>2E: The ESU fosters an innovative and collaborative culture to optimize program and service delivery.</p>		<p>The ESU has structures, resources, and expectations in place that foster a culture of innovation and collaboration to increase organizational effectiveness, delivery of targeted services, and results for stakeholders.</p>	
<p>Evidence</p>	<p>Documented:</p>		
	<p>Examples might include:</p>		
	<p>Data-driven process and practices Equitable district service plans that include targeted programs/services, implementation outcomes and impact <i>Service Implementation Model Process and Log (SIMPL)</i> Service Unit Processes and Reports SIMPL and/or District Service Planning Process Professional Learning Policies, practices, and structures Support resources Annual report Staff professional learning plan</p>		<p>Qualified staffing that matches the overall organization and specific departments Documentation of Professional Learning (registration systems, etc.) Service plans to support districts Professional learning policies, practices, and structures Identification of needs and priorities Targeted allocation of resources (human, material, fiscal) Strategic planning in connection with resource Stakeholder surveys Helpdesk ticketing systems</p>

Commendations	
Opportunities for Growth	
Connection to Continuous Improvement Goals	

Domain 3: Stakeholder Relationships and Communication

ESU Standard Indicators	Beginning (Early Stages of Development)	Evident (All indicators being practiced with varying levels of implementation)	Exemplary (All indicators have been fully implemented and are functioning at a high level)
-------------------------	---	--	--

Directions: Highlight the box (beginning, evident, or exemplary) that indicates the current implementation level for each standard indicator.

3A: ESU staff provide internal and external stakeholders with opportunities to collaborate and inform the development of the agency's purpose, programs, and services.		The ESU has a clear process with ongoing collaboration of internal and external stakeholders to inform service delivery, support programs and reflect the agency's purpose.	
3B ESU staff communicate efficiently and effectively with internal and external stakeholders.		The ESU has an effective, system-wide plan for communicating its purpose, services, supports, and programs that reaches multiple stakeholders.	
3C The ESU provides an induction process to their service agency for new district leadership		The service unit provides an induction program for district leadership to obtain the knowledge and skills to be effective.	

<p>3D: The ESU is an active partner in activities and initiatives of the ESUCC, and formally engages with and collaborates with the Nebraska Department of Education.</p>		<p>There is active participation across the agency in ESUCC initiatives, as well as engagement and collaboration with the Nebraska Department of Education.</p>	
--	--	--	--

<p>Evidence</p>	<p>Documented:</p>		
	<p>Examples might include:</p>		
	<p>Service Unit Network (or Advisory) Stakeholder Groups the represent the ESU's Region and Districts Service plans for region districts Statewide organized participation (i.e., ESU PDO, SDA, TLT) Processes and practices for stakeholder feedback and Service Unit planning Service Unit Annual Report and distribution/communication to the public/stakeholders</p>		<p>Service Unit - and Department(s) when appropriate - Website Service Unit - and Department(s) when appropriate - Social and/or Local Media Mentoring, Coaching, New Administrator, etc. Induction Programs Service Unit Communication Plan Listservs All-staff meeting agenda Board meeting agenda</p>

<p>Commendations</p>			
-----------------------------	--	--	--

<p>Opportunities for Growth</p>			
--	--	--	--

<p>Connection to Continuous Improvement Goals</p>			
--	--	--	--

Domain 4: Resource Capacity

<p>ESU Standard Indicators</p>	<p>Beginning (Early Stages of Development)</p>	<p>Evident (All indicators being practiced with varying levels of implementation)</p>	<p>Exemplary (All indicators have been fully implemented and are functioning at a high level)</p>
---------------------------------------	---	--	--

Directions: Highlight the box (beginning, evident, or exemplary) that indicates the current implementation level for each standard indicator.

<p>4A: The ESU utilizes strategic planning to align human, material, and fiscal resources to meet the short and long term goals of the agency.</p>		<p>The ESU has a comprehensive strategic plan that maintains expectations along with short and long term goals to align human, material, and fiscal resources to the goals of the agency.</p>	
<p>4B: The ESU allocates human, material, and fiscal resources to optimize agency efficiency and effectiveness.</p>		<p>The ESU demonstrates efficient and effective resource management by ensuring human, material, and fiscal resources are allocated equitably.</p>	
<p>4C: The ESU recruits, employs and retains highly qualified staff.</p>		<p>The ESU provides recruitment, employment, and retention processes for highly qualified personnel supporting the vision, purpose, and direction of the agency.</p>	
<p>4D: The ESU provides induction, mentoring, professional learning opportunities for staff to grow and improve.</p>		<p>The ESU provides an induction program for all agency staff to obtain the knowledge and skills to be effective through ongoing professional learning opportunities.</p>	
<p>Evidence</p>	<p>Documented:</p>		
	<p>Examples might include:</p>		
	<p>Strategic Plan Documentation Clear and Continuous Improvement Process is in place Documentation of Evidence that meet ESU Department Goals Service Unit Annual Report Service Unit Budget Process and Documentation Annual Auditing Report Service plans for region districts Board Policy, Procedures, Practices and Documentation</p>		<p>Staff evaluation process Staff goal setting for professional growth and increased effectiveness Professional learning for staff Documentation of onboarding and/or other induction processes Practices for recruiting and retaining qualified staff Board Policies, Practices, and Protocols Staffing resources available Mentoring, Coaching, Onboarding for Staff</p>

	Master Services Agreement	SIMPL and/or district service planning process
Commendations		
Opportunities for Growth		
Connection to Continuous Improvement Goals		