

Charter Business Leader of the Year Rubric

Audit Grading Rubric

Category	2	4	6	8	10
Most recent audit info	Independent auditors report indicates severe concerns/major problems		Independent Auditors reports minor problems		Clean audit—no issues
Net Income (past 3 years)	Net Income is 0 or negative for past three years	Net income has been positive in 1 of 3 years	Net income has been positive 2 of past 3 years		Net income is positive for 3 years
Cash flow (Current year total cash less prior year total cash)	3 Year cumulative cash flow is negative				3 cumulative cash flow is positive
Total Score:					

Application and Interview Grading Rubric

Quality: Academic Collaboration

Question: How has this leader worked with academic faculty and staff to ensure business practices are fulfilling academic goals?

0	1	2	3	4
Makes decisions on items like furniture and curriculum material independent of the school's academic model	Only involves academic leaders as time and money permits on business decisions. However, priority is getting a good deal.	Has positive relationship with academic leaders and staff. Makes business decisions in light of what they think is best for staff, but "business is still business"	Involves academic leaders and the vision of the school. Makes most decisions in light of academic leader input. Occasionally tries to adapt a "business decision" to fit into academic goals.	Involves academic leaders with all business decisions that affect the quality of the product in the classroom. Stays aware of teachers' needs, and ways they can meet those needs from their position.

Quality: Community Collaboration

Question: What are ways this leader has promoted the values of their school among the school vendors and other leaders in the community?

0	1	2	3	4
Too busy with day-to-day job responsibilities to spend time promoting values of the school in the community and with business partners.	Would be a more active in the community if they had more time and "less on their plate."	Attempts to bring community members and business leaders into the school for events and showcase days at the school.	Understands the importance of sharing the vision of the school in the community, and promotes the schools values when given a chance.	Serves as a face for the school in the community. They are pro-active in participating in community groups and projects. Actively markets the schools' endeavors in the surrounding areas.

Quality: Sustainability

Question: What has the nominee done over the past year to improve efficiency of the school this year, and years to come?

0	1	2	3	4
Has not informed colleagues of their systems and responsibilities, and the school would suffer if they were to leave the position. Establishes systems for management that are only sustainable with them at the helm.	Very taxing on the staff when they are out of the office. The sustainability of the organization could be in jeopardy if they were not in their position.	It will be taxing on the rest of the staff if this leader was gone for more than a week, but they would be able to hold things together until the leader returns or there is a replacement.	Establishes sustainable practices, but does not always communicate these practices. Staff can manage in their absence with some adjustment and extra effort, but the long-term sustainability of the school shouldn't be in jeopardy.	While the school does not want to see them leave the position, this leader has established systems and mentored colleagues in a way that the school will continue to be sustainable in their absence.

Quality: Work Environment

Question: What does this nominee do regularly to create a positive attitude, and strong work ethic among their colleagues?

0	1	2	3	4

<p>Appears overwhelmed by work responsibilities and does not seem to enjoy their job at all.</p>	<p>Appears to work hard because it's expected more than because they want to. Although others work hard around them, they do not seem to be positive about the work experience.</p>	<p>Is usually upbeat and fun to work with most of the time, but has their bad days when they appear overwhelmed by the task(s) at hand.</p>	<p>Appears visibly tired at times, but continues to work hard and challenge those around them to do the same.</p>	<p>Makes work pleasant for everyone around them, even during busy seasons or cumbersome tasks. Sees obstacles as opportunities. Smiles...a lot!</p>
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