

### One Percent Incentive Course Proposal Rubric

	<b>Fail</b>	<b>Pass</b>
<b>Relevance to College</b>	The content does not support or enhance employment related skills relevant to the College.	The content advances, supplements and/or enhances employment-related skills relevant to the College.
<b>Relevance to Job Position</b>	The content does not support or enhance skills relevant to employee positions.	The content advances, supplements and/or enhances skills relevant to the intended employees position.

**If the above two requirements are met, you must also score 8 or above on the below factors.**

	<b>0</b>	<b>1</b>	<b>2</b>	<b>Total</b>
<b>Accessibility</b>	The training is only open to certain employees.	The training is open to the majority of employees.	The training is open to all employees.	
<b>Mandatory training vs. Universal Benefits</b>	The training is mandatory to fulfill job specific requirements.	The training is a requirement for a small number of job positions, yet benefits many employees.	The training is not mandatory for any employee at the College, yet benefits all employees.	
<b>Competency Alignment</b>	The training is not relevant to any of the FSCJ Professional Development competencies.	The training is moderately relevant to at least one of the FSCJ Professional Development competencies.	The training is highly relevant to one or more of the FSCJ Professional Development competencies.	
<b>Consistency</b>	The training description, learning objectives, and learning activities are not consistent with one another.	The training description, learning objectives, and learning activities are somewhat consistent with one another.	The training description, learning objectives, and learning activities are consistent with one another.	
<b>Impact</b>	The proposal provides no explanation of how the training will enhance participants' knowledge, skills, or abilities.	The proposal provides little explanation of how the training will enhance participants' knowledge, skills, or abilities.	The proposal provides a detailed explanation of how the training will enhance participants' knowledge, skills, or abilities.	
<b>Total</b>				