

Impact Report to Senior Leadership Scoring Guide

Impact Report to Senior Leadership Scoring Guide Grading Rubric

Criteria	Non-performance	Basic	Proficient	Distinguished
Identify a nursing challenge and its impact from a nursing perspective.	Does not identify a nursing challenge and its impact from a nursing perspective.	Discusses general challenges in nursing, but does not identify a specific challenge or explain it from a nursing perspective.	Identifies a nursing challenge and its impact from a nursing perspective.	Identifies a nursing challenge and its impact from a nursing perspective, and addresses the impact on the organization, staff, and patients.
Explain how the nursing challenge creates a gap or conflict between the organization's statements and practice.	Does not explain how the identified nursing challenge creates a gap or conflict between the organization's statements and practice.	Discusses the organization's philosophy and mission, but does not explain the disconnect between the ideal and the reality of practice.	Explains how the identified nursing challenge creates a gap or conflict between the organization's statements and practice.	Explains how the identified nursing challenge creates a gap or conflict between the organization's statements and practice, and refers to systems theory to explain factors that contribute to the problem.
Identify organizational factors that impact the situation using a SWOT analysis.	Does not identify organizational factors that impact the situation using a SWOT analysis.	Identifies organizational factors that impact the situation, but does not use a SWOT analysis.	Identifies organizational factors that impact the situation using a SWOT analysis.	Identifies organizational factors that impact the situation using a SWOT analysis, and identifies opportunities for improvements.
Identify key leadership skills, knowledge, or abilities required for the position.	Does not identify key leadership skills, knowledge, or abilities required for the position.	Lists key leadership skills but does not address the knowledge or abilities required for the position.	Identifies key leadership skills, knowledge, or abilities required for the position.	Identifies key leadership skills, knowledge, or abilities required for the position, and discusses how organizational power dynamics may be affected.
Assess how the new nurse leader position will have power and influence and impact patient outcomes.	Does not assess how the new nurse leader position will have power and influence.	Assesses how the new nurse leader position will affect patient outcomes, but does not discuss the effect on the organization.	Assesses how the new nurse leader position will have power and influence.	Assesses how the new nurse leader position will have power and influence and impact patient outcomes, and explains how it will impact the organization's power structure and dynamics.
Write content clearly and logically, with correct use of grammar, punctuation, and mechanics.	Does not write content clearly and logically, and there are errors in grammar, punctuation, and mechanics.	Writes with errors in clarity, logic, grammar, punctuation, or mechanics.	Writes content clearly and logically, with correct use of grammar, punctuation, and mechanics.	Writes clearly and logically, with correct use spelling, grammar, punctuation, and mechanics, and uses relevant evidence to support a central idea.
Correctly format citations and references using current APA style.	Does not correctly format citations and references using current APA style.	Uses current APA to format citations and references but with numerous errors.	Correctly formats citations and references using current APA style with a few errors.	Correctly formats citations and references with no errors.