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APPLICATION SCORING RUBRIC

Applicable to all 'Best Initiative' categories unless otherwise stated.

Component	Exemplary 80-100	Competent 60-79	Developing 40-59	Premature Application 0-39
The Problem *Sets the context within which the initiative need was identified, nurtured and delivered.* *Sets out the problem within the context presented.* **10 marks**	Presents a concise and well-articulated perspective on how the initiative was identified as a need and relates this need to the context in which the organisation is operating. Strategic or operational importance of the initiative is clearly set out with an acknowledgement of the full breath of driven forces and organisational influencing factors. The initiative has currency (within the last 2-years) and has been defined, grown and delivered to completion/ or significantly progressed. Shows a deep/robust understanding of how the initiative delivers on the problem as it relates to the strategic and operational delivery of the organisation.	Presents a brief on the initiative and how it was identified as a need within the last 2 years. This brief may relate the context in which the initiative emerged as well as its operational and strategic relevance to the organisation. The initiative or a major block of work within the initiative has been delivered with evidence of impact, inclusive of any relevant metrics and/ or stakeholder feedback. Shows an understanding of how the initiative delivers on the problem as it relates to the strategic and operational delivery of the organisation. The problem is set out in relevant detail to allow a perspective on what the problem is, defining a clear purpose for the initiative, and a	Presents a brief on the initiative and how it was identified as a need. This brief may not fully relate the context in which the initiative emerged. Operational relevance as opposed to strategic relevance of the initiative is articulated. The initiative has currency (within the last 2-years) but may be in its incubation of early roll out stage with little to no evidence of impact at this time. Shows an understanding on how the initiative will deliver in time on the problem as it relates to organisational needs. The problem is set out with enough detail to allow a perspective on what the problem is, defining a	Presentation of initiative does not relate the context within which the initiative was borne or lacks information to inform the understanding of the context. There may be no clear link to the organisation's strategy, goals or needs. The initiative may lack currency (outside the last 2-years) or may be too early in its inception to be considered within the awarding pool. Lacks full understanding of how the initiative delivers on the problem as it relates to the strategic and operational delivery of the organisation. The problem is not set out in enough detail to allow a perspective on what the problem is. There may not

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	The problem is set out in relevant detail to allow a perspective on what the problem is, defining a clear purpose for the initiative, and a statement of the initiatives relationship to organisational needs and goals. There is a clear presentation of what the successful addressing of the problem would look like.	statement of the initiatives relationship to organisational needs and goals.	potential or developing purpose for the initiative.	be a clear purpose for the initiative defined or developed sufficiently to inform the initiative. There is no clear relationship between the initiative and the organisations needs and goals.
The Solution *Demonstrates how the solution addressed the problem.* **25 marks**	Recommended solution is based on stated purpose, analysis and constraints (inclusive of budget) of the organisational context. The initiative directly addresses the main question or problem posed via systematic and clearly articulated processes of research, investigation and implementation practices. The design of the intervention holds a level of innovation or novelty. Any challenges encountered and the measures taken to overcome these are presented with related key learnings.	Recommended solution is based on stated purpose, analysis and constraints (inclusive of budget) of the organisational context. The initiative delivers on the main question or problem posed via systematic and clearly articulated processes of research, investigation and implementation practices. Any challenges encountered and the measures taken to overcome these are presented.	Recommended solution is emerging as the initiative is rolling out or being developed further. Analysis may be partially conducted and constraints may not yet be fully understood. Budget for the initiative may be requested or in the process of being allocated. Challenges to the initiative may be foreseen but not yet fully realised.	Recommended solution does not appear to deliver on the stated purpose. There may be little evidence of analysis or such analysis may be underway. The processes of research, investigation and implementation may be defined but not at a level which would allow delivery.

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The Results *Details the outcomes from implementing the solution as well as related measures/impacts.* **50 marks**	Provides compelling evidence that the initiative delivered on the organisational need and shows specific and impactful delivery on the organisation's strategy and operational performance. All learning or organisational development objectives were met or exceeded. Evidence of systematic and timely evaluation with clear and detailed qualitative and quantitative measures having been utilised.	Provides evidence that the initiative delivered on the organisational need and shows specific delivery on the organisation's strategy and operational performance. Most learning or organisational development objectives were met with valid reasons where some objectives were not. Evidence of systematic and timely evaluation with clear and detailed qualitative and quantitative measures having been utilised.	Provides little evidence that the initiative or a significant part of the initiative has been delivered at this time. Lacks evidence of learning or organisational development objectives being met. Plans for rather than evidence of systematic and timely evaluation. Measures of success identified but not in place as of yet.	Provides no evidence that the initiative or a significant part of the initiative has been delivered. Lacks evidence of learning or organisational development objectives being met. Initiative has a focus on articulating the desired results rather than planning for same. Measures of success may not be identified.
Sustainability *Provides a road map for the initiative going forward with evidence of immediate impact on organisational practices.* **15 marks**	The initiative adds new insight to the organisation and other relevant industries/ organisations within/ beyond the sector. There is clear embedding of the initiative with evidence of repeat launch of the initiative as established practice going forward. Evidence of dissemination, reflection and sharing of initiative outputs,	The initiative adds value to the organisation and other relevant industries/ organisations within/ beyond the sector. There is clear embedding of the initiative with evidence of repeat launch of the initiative as established practice going forward. Evidence of dissemination, reflection and sharing of initiative outputs, methodologies and	Plans or thoughts for the use of the initiative in the organisation may be set out rather than in formal planning stage. Without the delivered of the initiative there may be conjecture as to the repeat nature of the initiative of its future in the organisation. There are plans or ideas on the future dissemination and sharing of initiative outputs	Without the delivery of the initiative there may be a focus on the delivery of the current initiative without more long-term perspectives on the future of the initiative. There are plans or ideas on the future dissemination and sharing of initiative outputs and approaches.

methodologies and approaches internally and externally. A future plan for growing the initiative or its impact is articulated.	approaches. A future plan for growing the initiative or its impact is articulated.	and approaches.	