

DSA Objectives and Key Results CLOSING THE LOOP Rubric

Criterion (Score 0 if element is absent)	Below Expectations (1)	Meets Expectations (2)	Exceeds Expectations (3)	Score
Actual Key Results	Key results lack sufficient data and/or feedback to support the objective. KRs does not reflect data described in original submission. No further without explanation.	The actual key results are submitted within two weeks of the data becoming available. The KRs reflect or even mirror targets described when the OKR was opened. KR statements are clearly written.	Key results submitted before due date. KRs statements include succinct research-level descriptions of data points.	
Analysis	Lacks interpretation of the data or carried out with minimum or too little effort.	Key result data is meaningfully interpreted, answering the questions, “What does the KR data mean? How does this relate to the stated objective?”	The analysis provides succinct research-level analysis, e.g. complete, references relevant theory, published research, or available campus data. Reflects input from supervisor or colleagues.	
Now What	Key data analysis lacks an action plan, decisions and descriptions of the initiatives resulting from the key results and related analysis.	Next steps support the use of data, research and/or feedback from staff and constituents.	Next steps build on the outcome of the analysis. Future OKRs will reference this OKR with expectation of exceeding or proposed key results.	