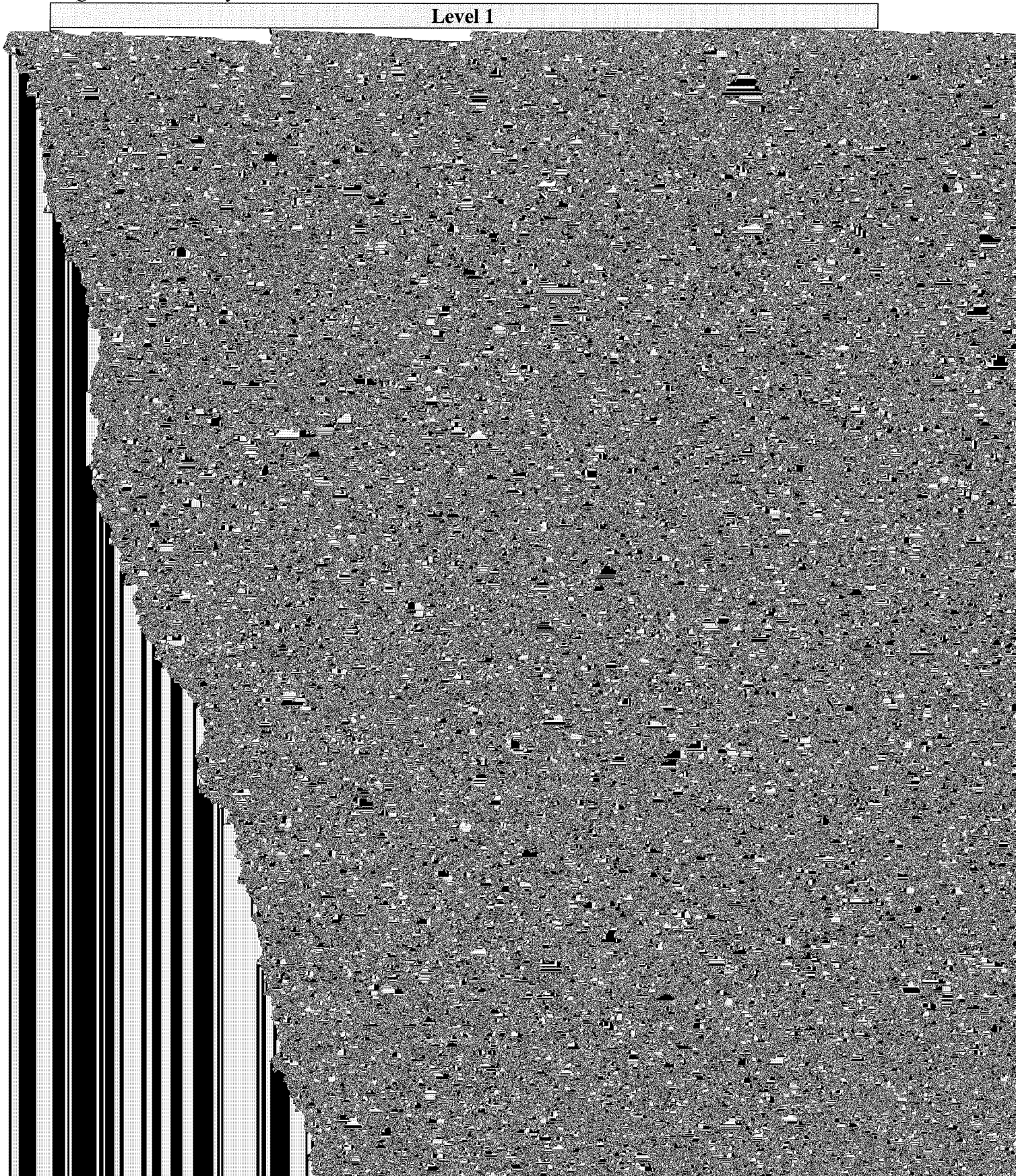


Section III

Rubric Design and Implementation (*Form B-2*)

For each level of time in service the proficiency levels of Ineffective, Developing, Effective, and Highly Effective would be defined differently. This is depicted in figure 5.

Figure 5: Proficiency Levels That Are Sensitive to Time in Service



Section IV

Organizational Capacity (*Form B-3*)

1. A description of the organization, including information such as length of time in operation, number of existing locations, number of staff, an organization chart, etc.

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Section V

Service Summary Form (*Form C*)

