

University of Wisconsin-Superior
 Leadership Office
 Student Leader Learning Outcomes
 Fiscal Responsibility Rubric

Fiscal Responsibility Outcomes	Novice Awareness	Intermediate Occasional application	Advanced Intentional & effective application
Integrity/Competence	Does not think through the process. Focuses on immediate needs not the correct process. Does not recognize conflicts of interest in the process. Inconsistent with following policies. Has not received proper training. Does not understand consequences of actions regarding fiscal matters. Does not demonstrate understanding of policy and procedure.	Follows the rules and policies they know. Does not exhibit critical thinking for events they encounter. Has received proper training, but regularly makes mistakes. Able to identify some consequences of actions.	Thinks through possible consequences for anything they are not familiar with. Leads training sessions. Critically thinks through consequences of actions. Understands and follows policy and procedure.
Accountability/Disclosure	Unfamiliar with fiscal concepts or processes. Needs constant supervision. Does not understand why there is a need to be responsible to someone else. Financial information they need to provide is not readily available. Financial information is not reviewed or updated regularly. Financial information they need to provide is not easy-to-understand. Unable to answer questions regarding fiscal decisions of organization.	Understands why there is a need to be responsible to someone else. Tries to follow the processes but is not necessarily successful. Knows some processes but not others. Needs some supervision and reassurance. Financial information is periodically reviewed and updated. Financial information is made available to a limited number of individuals. Financial information is organized, but not necessarily simplified. Able to monitor fiscal accounts, but does not exactly understand what needs to be done with the information.	Regularly checks accounts & inventory for accuracy and knows how to address issues of inaccuracy. Performs continuous evaluation of processes and controls. Minimal supervision and reassurance needed. Financial information is offered and made available in multiple formats and venues. Financial information is easy-to-understand. Financial information is updated and reviewed regularly. Can answer and justify all concerns and decisions regarding fiscal matters of organization.
Efficiency/Funding Adequacy	No knowledge of resources available within the organization. No knowledge of how resources can be used to meet organization's needs. Needs step-by-step guidance on procedures.	Aware of available resources. May not understand how resources can be used to benefit the organization. Requires little personal guidance but still goes through a step-by-step process for procedures.	Knows about available resources. Knows how to utilize resources for the benefit of the organization. Completes projects without assistance. Is capable of generating more efficient ways to address the management of resources.
Student Engagement	Does not understand how fiscal experiences within the organization can apply to other areas of life. Does not make decisions with regard to the organization as a whole. Low involvement in fiscal processes. Relies on peers and/or advisor to accomplish most of work. Does not differentiate from other organizations.	Is beginning to understand how skills learned in this area can transfer to other areas of life, but not all connections are made. Will make decisions with the immediate needs of the organization in mind, but does not consider long-term effects of decisions. Works with peers and/or advisors to accomplish responsibilities relating to fiscal matters. Able to address fiscal concerns relating to specific areas within organization, but does not have a grasp of the overall fiscal health of the organization. Understands diverse needs of the organization but does not know how the organization differs from other organizations.	Transferability of skills and concepts occurs for other areas of life. Achieves fiscal responsibilities at a high level. Long and short-term effects of fiscal decisions are considered. Has significant involvement in the fiscal process (creating budgets, monitoring spending, etc.). Assists others with the development of fiscal policy. Considers diverse needs of the organization and how the organization differs from other organizations.

University of Wisconsin-Superior
Leadership Office
Student Leader Learning Outcomes
Fiscal Responsibility Rubric

Outcomes:

- 1) Student leaders will conduct group operations in a fiscally responsible manner, acknowledging its responsibilities to all stakeholders. In order to do this students will:
 - Demonstrate integrity and competence in fiscal activities
 - Articulate financial responsibilities of the individual and the organization
 - Demonstrate competence in fiscal procedures
 - Demonstrate knowledge of fiscal policies
 - Demonstrate critical thinking with regard to financial issues (understand the consequences of their actions)
 - Identify organizational needs and the fiscal resources necessary to fulfill those needs
 - Communicate financial information thoroughly in both written and verbal formats
 - Demonstrate autonomy in financial decision making and dealings

Action Plan:

Comments: