

STEAM Equity Rubric		4	3	2	1	Score
Institutional alignment	<p>Evidence of alignment with institution's priorities and team commitment</p> <p>Library administration letter of support required</p> <p>Team bios required; team letters of support optional</p>	<p>The support letter from library administration helps demonstrate that they are committed to the project.</p> <p>Narrative has effectively linked project aims to institutional priorities.</p> <p>More than one individual is named as part of the team and their bios describe their areas of experience/expertise. Optional letters of support convey commitment and/or enthusiasm for participating in the project. One or more Latino/a staff members and/or interns are included in the team.</p>	<p>The support letter from library administration is provided but provides little detail about their commitment to the project.</p> <p>Narrative provides only limited rationale for how the project aims to relate to existing institutional priorities.</p> <p>More than one individual is named as part of the team. Optional letters of support convey at least a modest commitment to the project.</p>	<p>There is evidence that the leadership is not committed to the project. Document provided as a support letter does not meet requirements.</p> <p>Narrative provides limited rationale for participating in the project.</p> <p>The team relies only on one individual OR there is evidence that team members are not committed to the project.</p>	<p>Responses lack convincing specifics about the institution's goals and team commitment to the project.</p> <p>Document provided as a support letter does not meet requirements.</p>	<p>x4 = ___/16</p>
	<p>Level of enthusiasm for building team capacity and addressing institution's needs through this project</p>	<p>Narrative clearly describes actionable plans to build team capacity through this project.</p> <p>Narrative makes compelling case for how participation in the project would help address institutional needs.</p>	<p>Narrative provides some information on how participation in the project could help address institutional needs AND build team capacity.</p>	<p>Narrative provides some information on how participation in the project could help address institutional needs OR build team capacity.</p>	<p>Narrative demonstrates a lack of awareness of where the team needs to grow their capacity and/or does not address institutional needs.</p>	<p>x3 = ___/12</p>
Learner engagement and support	<p>Track record of designing public programs and/or community engagement around audience needs and interests</p> <p>Sample program outline or activity description required; sample communication or promotion plan optional</p>	<p>Applicant describes a track record of effective program design.</p> <p>Narrative and sample materials demonstrate awareness of at least one specific interest, strength, cultural perspective and/or educational need AND describes the target audience. Communication or promotion plan, if provided, supports this.</p>	<p>Narrative and sample materials demonstrates awareness of the need to address the specific interests, strengths, cultural perspectives and/or educational needs of a given audience through programs and/or outreach. Communication or promotion plan, if provided, supports this.</p> <p>Applicant has offered at least one program or conducted outreach.</p>	<p>Narrative and sample materials indicate that the applicant has some awareness of the need to engage with community members regarding their needs and interests.</p> <p>Applicant has offered at least one program or conducted outreach.</p>	<p>Narrative indicates that the applicant has no experience or awareness of why engaging with the community is important in offering programs OR community engagement.</p>	<p>x4 = ___/16</p>
	<p>Quality of plans to use existing physical space(s)</p> <p>Floor plans and/or photos of the display space optional due to COVID-19</p>	<p>Narrative (and floor plan/photos, if provided) describes an attention to patron needs and traffic flows. The library describes how they will host the entire exhibit OR at least one portion of the exhibit and provides concrete plans on how the other components will be co-located elsewhere.</p>	<p>Proposed plan (and floor plan/photos, if provided) could be modified, with project team input, to engage patrons and manage traffic flows. The library will clearly play a central role in hosting the exhibition.</p>	<p>Narrative demonstrates only minimal planning for the exhibition and/or STEAM exploration space. It is not clear that the library will play a central role in hosting the exhibition.</p>	<p>Narrative demonstrates a lack of planning for the exhibition and/or STEAM exploration space.</p>	<p>x3 = ___/12</p>

	Quality of plans to better respond to the needs of diverse audiences, including Latino populations	Proposed plan demonstrates an awareness of positive youth development and includes a mechanism for responding to tween interests. Applicant demonstrates a commitment to facilitating gender equitable, culturally responsive learning experiences.	Proposed plan demonstrates some awareness of positive youth development. Applicant demonstrates a commitment to gender equity and/or culturally responsive learning.	Narrative demonstrates only a cursory awareness of the need to provide gender equitable, culturally responsive learning. There is minimal or no awareness of positive youth development.	Narrative demonstrates a lack of commitment to gender equity, cultural responsiveness, and/or positive youth development.	x3 = ___/12
Potential for new and deeper collaborations	Track record of community collaboration and engagement efforts At least one community collaborator letter of support required; at least one organization/individual must serve Latino populations (note that Latino/a library staff and/or interns may provide a letter to meet this requirement, if that role is described in the optional text box)	Applicant describes a commitment to community engagement and/or collaboration. At least one letter of support has been provided by a Latino-serving organization or community leader. Applicant provides evidence that the applicant and collaborator discussed their goals around tweens and STEAM learning, as well as any resources they require to be able to participate.	Applicant describes a commitment to community engagement and/or collaboration. A letter of support has been provided by a Latino-serving organization or community leader, but the letter provides only minimal details about their proposed collaboration.	Applicant recognizes the need for community engagement and/or collaboration. Document provided as a support letter does not meet requirements.	Narrative provides little to no evidence that the library has engaged the community and potential collaborators. Document provided as a support letter does not meet requirements.	x3 = ___/12
	Quality of plans to involve community members in the project	Applicant has provided a strong, actionable plan for how they will co-create a STEAM exploration pathway. The plan includes specific goals. Response includes plans to work with community partner(s) and conduct community engagement. The proposed plans include a role for youth are to be involved in the design of what the library offers.	Narrative describes how a community collaborator might be involved in providing culturally responsive programs and services, including for Latino families. Narrative includes few details around goals. Applicant provides a compelling statement of interest and commitment to developing culturally responsive programs and outreach efforts for Latino families, but will need significant support from the project team	Applicant has provided a limited description of community engagement or who their collaborators are and how they will support STEAM learning.	Narrative demonstrates a lack of commitment to collaboration.	x5 = ___/20

Total Score	___/100
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Recommendation Suggested Ranges

- 100 points = Score as a 10
- 90-99 = 9
- 80-89 = 8
- 70-79 = 7
- 60-69 = 6
- 50-59 = 5
- 40-49 = 4
- 30-39 = 3
- 29 and below = 2
- Ineligible = 1
- Proposals with a score below 8 are unlikely to be selected, regardless of geography