

The Innovation Badge recognizes the recipient's capability to clearly define innovative goals, approach problems with actionable solutions, analyze and forecast the impact on student success, establish and follow through on success metrics, collaborate across academic and professional disciplines, and base decisions on solid data. This acknowledgement confirms that the badge holder has effectively applied these skills in an attempt to foster meaningful and productive change within the community college setting.

Competency	Definition	Developing	Competent	Accomplished
Objective Articulation	This competency requires that the innovator clearly defines the proposed innovation, articulating specific, achievable goals that distinguish the project as innovative. It includes a detailed explanation of how the project is novel or an improvement over existing solutions and how it aligns with strategic priorities or addresses unmet needs.	The proposal proposes a general idea that shows potential for innovation but lacks specificity in goals and how it is innovative. The connection to strategic priorities or unmet needs is not clearly established.	It clearly defines the innovation with specific, achievable goals. It offers a rationale for its novelty and alignment with strategic priorities but may lack comprehensive detail in certain areas.	Articulates a clear, detailed, and compelling vision for the innovation with specific, strategic goals that are well-aligned with institutional priorities and clearly address unmet needs. Demonstrates a profound understanding of the innovation's unique value.
Solution-Oriented Approach	This competency emphasizes the importance of approaching problems with a mindset geared toward finding practical and effective solutions. It involves identifying challenges within the community college context and proposing well-considered strategies that are theoretically sound, actionable, and likely to yield positive results.	Identifies challenges and proposes basic solutions that may have practical applications but are not fully developed or may be conventional rather than innovative.	Proposes well-considered, actionable strategies that are effective, demonstrate a good understanding of the problem, and have the potential for positive outcomes.	Delivers sophisticated, innovative solutions with detailed implementation plans that will likely produce significant, sustainable results.
Impact Analysis	A competency that necessitates a detailed evaluation of how the proposed innovation will enhance student success. It requires an analysis specifying the number of students affected, directly or indirectly, and how they will benefit from the innovation. The analysis must provide both qualitative and quantitative evidence of the potential impact.	It provides a basic estimate of the number of students impacted and a general statement on how the innovation could potentially benefit student success.	It offers a clear analysis, with specific numbers of students impacted directly or indirectly, and a solid understanding of how the innovation will enhance student success.	It presents an in-depth, evidence-based analysis with detailed quantitative and qualitative data on the impact, showing substantial benefits to a significant number of students' academic or professional development.

Competency	Definition	Developing	Competent	Accomplished
Outcome Measurement	This competency focuses on identifying what successful implementation looks like for the proposed innovation. It involves setting clear benchmarks or key performance indicators that will be used to assess the project's effectiveness. The innovator must outline what data will be collected, how it will be analyzed, and how it will inform the evaluation of the project's success.	Identifies broad benchmarks or indicators for success but may lack clarity on how they will be measured or how data will be collected and analyzed.	Sets clear, relevant benchmarks for success with a plan for data collection and analysis, demonstrating an understanding of how to measure the project's effectiveness.	Establishes comprehensive, well-defined benchmarks with a detailed, methodical approach to data collection and analysis, capable of providing nuanced insights into the project's success and areas for improvement.
Cross-Disciplinary Teamwork	This competency highlights the ability to work collaboratively across various disciplines and units within the college. It involves demonstrating high levels of cooperation between students, faculty, and staff and showing how the proposed innovation leverages the combined expertise of these groups to create a more comprehensive and impactful outcome.	Participates in cross-disciplinary efforts but may not demonstrate active collaboration or significant leveraging of combined expertise.	Shows good collaboration skills and makes an effort to leverage expertise across disciplines, contributing to the project's comprehensive approach.	Exemplifies exceptional collaboration, leading efforts that synergize expertise across various disciplines, resulting in innovative outcomes that substantially exceed the project's initial scope.
Data-Driven Decision Making	This competency requires providing relevant data supporting the proposed innovation's need. It involves using data to justify the project's direction and to make informed decisions throughout the planning and implementation stages. The data should be robust, relevant, and capable of illustrating why the innovation is necessary and how it will address the identified challenges.	It utilizes some data to support the innovation but may not provide a strong rationale or overlook relevant data in planning and implementation.	It provides clear data that supports the need for innovation and informs the project's direction, demonstrating informed decision-making.	Employs robust, comprehensive data analytics to justify the innovation's need and predict outcomes and strategically steer the project through all phases of implementation.

