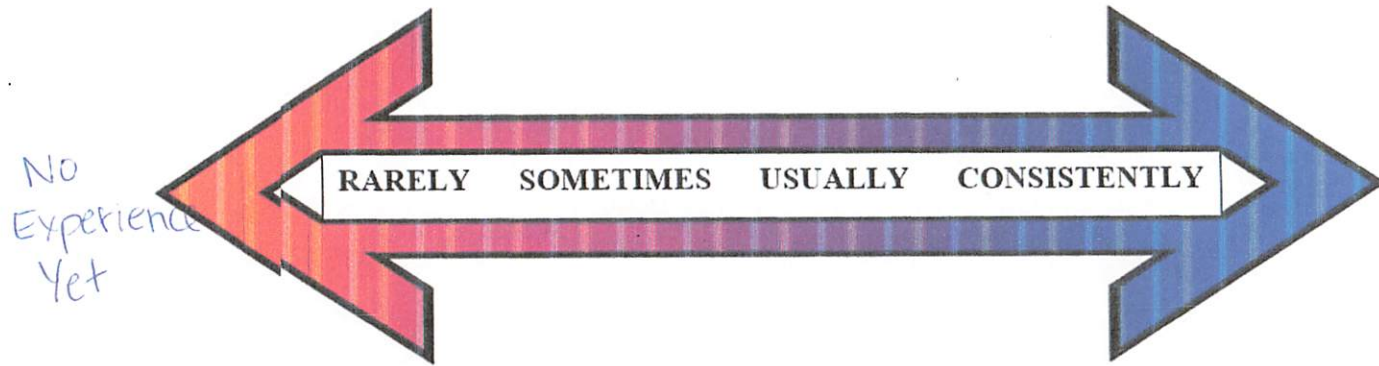


The 4-Point Assessment Tool



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Components of Assessment	Self-Assessment					Formal Assessment						
Rating Scale: DATE:	NE	Y	R	S	U	C	NE	Y	R	S	U	C
Essential Skills Knowledge												
<p>1.1.1 demonstrating an understanding of the nine essential skills and the varying complexities within each</p> <p>1.1.2 applying knowledge of the Essential Skills to perform required tasks of an ES Practitioner, including the writing of an ES Profile and task statements</p> <p>1.1.3 exhibiting a Level 3 or greater (as required) in all nine of the Essential Skills</p>												

2.4 Analytical/Systems Thinking	N E Y	R	S	U	C	N E Y	R	S	U	C
<p>2.4.1 aligning the goals of the ES Practitioner’s role with organizational needs and practices</p> <p>2.4.2 establishing/following clear policies, procedures and practices, demonstrating consistency in applying these</p> <p>2.4.3 integrating the priorities or requirements of funders into daily operations</p> <p>2.4.4 conducting/analyzing system-wide assessments or surveys to ensure immediate and future goals are attained</p> <p>2.4.5 researching available resources to inform a best course of action</p> <p>2.4.6 providing/participating in opportunities for cross-system collaboration</p> <p>2.4.7 networking strategically for today and tomorrow</p>										
<p><u>NOTES:</u></p>										