

Evaluation Rubric: HNC Primary Health Care Excellence Awards - Individual

	Leadership Contribution	Impact on Performance & Patient Care	Uniqueness & Effectiveness of Approach	Clarity & Quality of Submission
Excellent (9-10)	Demonstrates outstanding leadership across multiple criteria with clear, innovative examples.	Provides compelling evidence of significant, measurable impact on care and team performance.	Approach is highly innovative, tailored to general practice, and clearly effective.	Submission is clear, concise, and well-structured with strong narrative.
Very Good (6-8)	Shows strong leadership in one or more areas with good examples.	Shows clear impact with good supporting examples.	Approach is effective and shows some innovation or adaptation.	Mostly clear and well-written with minor issues.
Good (3-5)	Meets basic leadership criteria with some relevant examples. May lack some clarity or relevance.	Some evidence of impact; examples are somewhat general. May lack strong evidence.	Approach is standard but appropriate for context. May lack some originality or clear effectiveness.	Adequately written but lacks polish or structure. Unclear in some parts
Inadequate (0-2)	Minimal or no evidence of leadership contribution.	No clear impact or supporting evidence provided.	No unique or effective approach described.	Submission is confusing or lacks coherence.

Evaluation Rubric: HNC Primary Health Care Excellence Awards - Programs

	Community Need (25%) <i>Understands and meets health needs in the community</i>	Equity (25%) <i>Program is working to reduce health inequalities</i>	Effectiveness + Efficiency (25%) <i>Program is doing what it sets out to achieve</i>	Sustainability + Feasibility (25%) <i>Program has systemic impacts and contributes to advancement of the health system</i>
Excellent (9-10)	<p>Demonstrates deep understanding of local health needs and service context.</p> <p>Defines clearly the health issue it is working to address</p> <p>Program is meeting targeted health need with thorough supporting evidence (data, outcomes, reports)</p>	<p>Demonstrates strong commitment to improving equity of access and outcomes.</p> <p>Has a detailed strategy tailored to priority populations (e.g., Aboriginal communities, rural areas, mental health consumers).</p> <p>Program is meeting the needs of priority populations, with supporting evidence</p> <p>Culturally safe and inclusive practices are embedded in policy.</p>	<p>The service is highly effective and efficient at addressing its health aim.</p> <p>Provides strong evidence of positive outcomes (e.g., health improvements, engagement, reduced wait times). Includes data, metrics, or compelling stories.</p> <p>Demonstrates an innovative, evidence-based model of care with efficient use of resources and clear impact.</p>	<p>Program has detailed plan and demonstrates capacity for sustainability or replicability.</p> <p>Program demonstrates effective capture of outcomes and a process for continuous quality improvement.</p> <p>Program integrates effectively with the local health system, through demonstrated connections to other local primary health care and public health services.</p>
Very Good (6-8)	<p>Demonstrates understanding of local health needs and service context.</p> <p>Defines the health issue it is working to address</p> <p>Program is meeting targeted health need with some supporting evidence (data, outcomes, reports)</p>	<p>Demonstrates a commitment to improving equity of access and outcomes.</p> <p>Has a strategy tailored to priority populations (e.g., Aboriginal communities, rural areas, mental health consumers).</p> <p>Program is meeting the needs of priority populations, with some supporting evidence</p> <p>Culturally safe and inclusive practices are embedded in policy.</p>	<p>The service is effective and efficient at addressing its health aim.</p> <p>Provides evidence of positive outcomes (e.g., health improvements, engagement, reduced wait times). Includes data, metrics, or compelling stories.</p> <p>Clearly outlines an evidence-based model of care with efficient use of resources and clear impact.</p>	<p>Program has a plan and demonstrates capacity for sustainability or replicability.</p> <p>Program demonstrates capture of outcomes and a process for continuous quality improvement.</p> <p>Program integrates with the local health system, through connections to other local primary health care and/or public health services.</p>
Good (3-5)	<p>Demonstrates basic understanding of local health needs and/or service context.</p> <p>Defines the health area it is working to address</p>	<p>Describes a commitment to improving equity of access and outcomes.</p> <p>Has taken some action to address the needs of priority populations (e.g., Aboriginal communities, rural areas, mental health consumers).</p>	<p>The service is addressing its health aim.</p> <p>Provides a narrative of positive outcomes (e.g., health improvements, engagement, reduced wait times) without providing supporting evidence.</p> <p>Outlines an evidence-based model of care.</p>	<p>Program has a plan and describes future capacity for sustainability or replicability.</p> <p>Program demonstrates some measurement of outcomes and a vague process for continuous quality improvement.</p>

	<p>Program is meeting targeted health need but without supporting evidence</p>	<p>Program is addressing the needs of priority populations, without supporting evidence</p> <p>Culturally safe and inclusive practices are described but not in policy.</p>		<p>Program integrates with the local health system, through proposed connections to other local primary health care and/or public health services.</p>
<p>Inadequate (0-2)</p>	<p>Fails to identify a clear community need or lacks relevance to local context.</p>	<p>No clear focus on equity or access.</p>	<p>No clear outcomes or impact demonstrated.</p>	<p>No clear plan for sustainability or integration.</p>