



Arizona CTE Professional Standards ORGANIZATIONAL CULTURE

The Arizona CTE Professional Skills are integrated with the CTE technical program standards. The Professional Skills Rubrics are mapped to the standard measurement criteria and core actions. The Rubric starts with expert/leader and progresses to the right to novice. After the Foundational Skills are met, teachers should use the Rubric to help measure student progress. High school students should strive to achieve **Approaching Proficiency or better** before graduation.

STANDARD 7: ORGANIZATIONAL CULTURE

Functions effectively within an Organizational Culture.

RUBRIC EXPECTATIONS FOR ORGANIZATIONAL CULTURE					
Measurement Criteria	Core Actions	Expert/Leader	Proficient	Approaching Proficiency	Novice
7.A Navigates organizational structures and systems	7.A.a Fits work performance to the organizational structure	Influences others to function effectively within the organizational structure	Adjusts one's performance to conform to the organizational structure (e.g., takes on more responsibility to meet requirements for advancement, complies with new policies, uses technology to benefit the organization)	Functions effectively within the organizational structure (e.g., recognizes extent of decision-making authority, reports as required, asks permission before reducing a price, adheres to regulations regarding use of social media, follows chain of command/ hierarchy)	Articulates structure of the organization (e.g., staff roles/responsibilities, footprint, policies and procedures, reward system, guidelines for use of technology)
7.B Embodies organizational values	7.B.a Works in a manner that reflects organizational values	Personifies organizational culture (e.g., organizational practices are habitual, acts as an ambassador of the organization at external events, represents the company in a positive manner, joins outside organizations)	Assimilates organizational purpose, story and values in the way one works (e.g., reads books and documents the supervisors read, distinguishes among business cultures)	Practices the values and styles of working and communicating that reflect organizational culture [e.g., the customer is always right, delivers high quality product, speaks the jargon of the job, treats everyone as a customer, recycles paper, finds a way to say yes,"practices the preferred method of communication (verbal or written)]	Describes organization's story, vision, mission, values, and goals as they relate to product, customer, and market (e.g., evolution of family-operated business to a franchise, change of product over years, rationale for targeted customer demographic, shares org story with customer)



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7.C Performs work that advances organizational growth and success	7.C.a Contributes to organizational success	Generates work that creates opportunities for organizational growth (e.g., assesses impact of completion of projects and budgets, contributes to the business plan)	Produces work that contributes to organizational growth and success (e.g., brings in projects/customers, improves workflow processes, scopes out the competition, documents contributions, creates competitive edge in the marketplace)	Aligns work activities with organizational growth targets and success factors (e.g., assesses how contributions lead to organizational success, ensures that work meets organizational quality standards)	Articulates how one's work contributes to organizational growth and success (e.g., takes ownership for company success, describes organizational quality standards)