**2024- 2025 Application Rubric**

Candidate’s Name: School System Name:

Please rate application materials using the rating scale (1-10) below.

|  |  |  |  |
| --- | --- | --- | --- |
| **Criteria** | **Thoroughness of Response (10)** | **Quality of Supporting Evidence (10)** | **Total** |
| 1. Work Performance and Skill |  |  |  |
| 1. School and Community Involvement |  |  |  |
| 1. Leadership and Commitment |  |  |  |
| 1. Stakeholder Support and Respect |  |  |  |
| 1. Enhances Image and Success |  |  |  |
| 1. Additional Exceptional Work |  |  |  |
|  |  | **Total points** |  |

**NOTES:**

**Rating Scale**

**9-10 = Excellent response**

* Addresses the writing prompt in a clear, coherent, and organized way
* Provides consistent and compelling evidence (including evidence of the impact)
* Provides numerous relevant examples and details about the employee’s unique characteristics and impactful practices regarding their role
* Response is exemplary, significantly exceeding expectations, and serves as a model for others serving in this role

**7-8 = Very good response**

* Addresses the writing prompt in a clear and organized way
* Provides some compelling evidence (including evidence of the impact)
* Provides several relevant examples and details about the employee’s unique characteristics and impactful practices regarding their role
* Response exceeds expectations and offers guidance to others serving in this role

**5-6 = Satisfactory/average response**

* Partially addresses the writing prompt in a somewhat organized way
* Provides some evidence of impact
* Provides a few relevant examples and details about the employee’s unique characteristics and impactful practices regarding their role
* Response meets expectations and assists others serving in this role

**3-4 = Fair/weak response**

* Minimally addresses the writing prompt in a somewhat organized way
* Provides minimal evidence of impact
* Only infers relevant examples and details about the employee’s unique characteristics and impactful practices regarding their role
* Response partially meets expectations and rarely assists others serving in this role

**<2 = Inadequate or minimal response**

* Does not address the writing prompt
* Provides no evidence of impact
* Provides general statements with no examples or details about the employee’s unique characteristics and impactful practices
* Response falls below expectations for serving in this role