

Interview Rubric						
Position Title						
Interviewer's Name		Date				
Scale =	1 – Unsatisfactory	2 – Below Average	3 – Average	4 – Above Average	5 – Exceptional	
Factors	Candidates					
	James	Aaliyah	Michael	Marie	Steven	Sample Questions
Cultural Fit	4	5	4	3	5	How would you describe your ideal organizational structure? What attributes of an institution's culture do you value?
Career Motivation	2	5	4	5	5	Why is our organization and its role attractive to you? What are your short- and long-term career goals?
Social Skills	3	4	3	4	4	Which personality traits do you value in the workplace? Are there behaviors or attitudes that you particularly like or dislike?
Teamwork	4	4	2	5	5	How do you build rapport with colleagues, direct reports and your manager? Describe the relationships you have with them.
Technical Skills	3	4	5	4	5	TBD by role.
Leadership Capabilities	5	4	3	5	4	What experience do you have in hiring and training staff? How do you maintain positivity in the workplace?
Critical Thinking / Problem Solving	4	3	5	3	5	Tell me about a time when you identified a problem and describe your role in the solution.
Self-Awareness	4	2	4	5	5	Describe your strengths and how you leverage them. Describe your weaknesses and how you improve upon them. How would your colleagues describe you?
Average Score	3.625	3.875	3.750	4.250	4.750	

Hiring Rubric Sample

**Talya Bauer, Berrin Erdogan, David
Caughlin, Donald Truxillo**



Hiring Rubric Sample:

The Holloway Guide to Technical Recruiting and Hiring Osman (Ozzie) Osman, 2023-08-15 Learn how the best teams hire software engineers and fill technical roles The Holloway Guide to Technical Recruiting and Hiring is the authoritative guide to growing software engineering teams effectively written by and for hiring managers recruiters interviewers and candidates Hiring is rated as one of the biggest obstacles to growth by most CEOs Hiring managers recruiters and interviewers all wrestle with how to source candidates interview fairly and effectively and ultimately motivate the right candidates to accept offers Yet the process is costly frustrating and often stressful or unfair to candidates Anyone who cares about building effective software teams will return to this book again and again Inside you ll find know how from some of the most insightful and experienced leaders and practitioners senior engineers recruiters entrepreneurs and hiring managers who ve built teams from early stage startups to thousand person engineering organizations The lead author of this guide Ozzie Osman previously led product engineering at Quora and teams at Google and built and sold his own startup Additional contributors include Aditya Agarwal former CTO of Dropbox Jennifer Kim former head of diversity at Lever veteran recruiters and startup founders Jose Guardado founder of Build Talent and former Y Combinator and Aline Lerner CEO of Interviewing io and over a dozen others Recruiting and hiring can be done well in a way that has a positive impact on companies employees and every candidate With the right foundations and practice teams and candidates can approach a stressful and difficult process with knowledge and confidence Ask your employer if you can expense this book it s one of the highest leverage investments they can make in your team *The Manager's Pocket Guide to Interviewing and Hiring Top Performers* Sarah J. Ennis, 2002 This practical guide provides the concepts and tools any manager needs to recruit and hire the best person for the job Covers legal requirements in hiring the importance of structure in recruiting the costs of a bad hire and the value of a good hire

Decentering Whiteness in the Workplace Janice Gassam Asare, 2023-10-24 Your DEIJ efforts are stagnating because you continue to center whiteness Creating a truly anti racist organization requires learning how to identify and rectify the systemic and often unconscious centering of white culture and values in the workplace Corporate America continues to struggle with racial equity in a post George Floyd world As the United States becomes more diverse and the public consciousness continues to shift successful racial equity efforts in the workplace are needed now more than ever Decentering Whiteness in the Workplace exposes the ways that white culture and expectations are centered in the modern American workplace and the fears within corporate spaces about talking candidly openly and honestly about whiteness white supremacy and anti Blackness Readers will discover A direct and straightforward analysis about what white centering is An evaluation of the different ways that whiteness is centered in the workplace such as bereavement and holiday policies and dress codes A guide on how to recognize and decenter whiteness within oneself and at work Solutions for people to contribute individually and systemically to anti oppression Decentering Whiteness in the Workplace provides a crucial

guidebook with practical solutions for leaders DEIJ practitioners and anyone hoping to truly create an anti racist workplace

Hiring the Best Staff for Your School Rick Jetter, 2016-02-05 Hiring the Best Staff for Your School moves beyond typical hiring tools resumes applications transcripts portfolios and artifacts and adds effective strategies to the educational leader's recruiting and hiring toolbox Jetter hones in on the most crucial but often neglected element of talent searches knowing candidates attitudes and dispositions about students learning and instruction leadership and other crucial educational topics which affect schools today and provides an innovative model for hiring the best candidates This book presents a recruitment and hiring process that uses narratives to help school and district leaders delve deeper into understanding the emotions ideas reactions and problem solving insights of candidates The ready to use resources found in this book including real examples of the narrative process in action dialogues and as a training process are easy to implement and will strengthen the hiring process to ensure that you recruit and retain the best staff members for any position within your school or district

Evaluating Instructional Coaching Sharon Thomas, Jim Knight, Michelle Harris, Ann Hoffman, 2021-10-07 A clear and comprehensive guide to evaluating and supporting instructional coaches and coaching programs including how to recruit hire and retain effective coaches With sound practices in place to evaluate coaching programs instructional coaches will become better partners teachers will become better mentors and students will become better learners Few evaluation systems are specifically geared toward coaching roles Ensuring that school districts have accurate information about both coaches and coaching programs is crucial to guide improvement in supporting classrooms as well as in ensuring accountability With sound evaluation processes in place districts can effectively evaluate instructional coaches and coaching programs and use data to set goals Advance Praise for Evaluating Instructional Coaching It has arrived The ICG team has pulled through again with a much needed guide providing a thorough process from how to hire evaluate support and retain instructional coaches This book will empower school leaders to be partners with instructional coaches by providing meaningful evaluation tools and effective coaching programs Readers will walk away with ideas on how to help coaches grow to best serve students and teachers in their schools Thank you ICG We needed your research knowledge and most of all your humble approach on how best to support coaches and coaching programs Kelly Jacobs District Instructional Coaching Coordinator Lansing Mich School District Instructional coaches devote their time to growing teachers One way to support instructional coaches in their professional growth is to ensure an effective evaluation system is in place for them This book gives leaders several things to consider as they define the coach's role hire candidates and put an evaluation process in place Michelle Lis Coordinator Instructional Coaching Fairfax County Va Public Schools A joint publication of ASCD and One Fine Bird Press Management In A Changing World Jakada Imani, Monna Wong, Bex Ahuja, 2023-05-16 Magnify your real world impact as you lead others in a social change organization In Management In a Changing World How to Manage for Equity Sustainability and Results renowned social changemakers Jakada Imani Monna Wong and Bex Ahuja deliver an effective and

practical how to guide for the equitable management of nonprofit and social change organizations In the book you ll learn how to multiply your impact by using the authors insightful strategies for delegation goal setting and team culture building You ll also discover how to fairly exercise power in an environment that spans racial generational gender and other identity divides Management In a Changing World shows you how to Create work life balance for your team members in an age when we have virtually unlimited access to our colleagues attention and time Support team members through life s challenges while still meeting the demands your social change organization faces Bridge the gap between your intentions and your real world impact with actionable advice tools and resources An essential resource for rookie and veteran managers executive directors and CEOs Management In a Changing World will also earn a place on the bookshelves of organizers managing teams of volunteers

Evaluation Methodology Basics E. Jane Davidson, 2005 Click Additional Materials for downloadable samples I welcome this student friendly text to complement my favorite checklists This text develops the core checklist framework to provide evaluation methodology basics for presumably mainly introductory courses on program evaluation Colin Sharp Evaluation Journal of Australasia What is evaluation specific logic and methodology This book answers that question in a way that is persuasive accessible and understandable It presents a set of principles and procedures to guide the task of blending descriptive data with relevant values to draw explicitly evaluative conclusions The book makes a significant contribution to positioning evaluation as a unique and special field of inquiry and judgment Michael Quinn Patton Union Institute and University Amidst the wash of methods books available to evaluators Davidson s book provides powerful techniques for asking and answering the important foundational questions in any program evaluation Doug Leigh Pepperdine University This is a very well written book that offers a unique perspective on long practiced evaluation techniques and presents several new potentially very useful techniques that return valuation to the evaluation process Greg Roberts University of Texas Austin Evaluation theorists for years have advised evaluators to take into account all relevant values as part of an evaluation But especially for the relatively new evaluator even one who is knowledgeable and experienced in research methodology there is not a lot of guidance about how this is done Evaluation Methodology Basics The Nuts and Bolts of Sound Evaluation provides a step by step guide for doing a real evaluation It focuses on the main kinds of big picture questions that evaluators usually need to answer and how the nature of such questions is linked to evaluation methodology choices Jane Davidson explains how to combine a mix of qualitative and quantitative data with relevant values such as needs to draw explicitly evaluative conclusions Many students and evaluators find it difficult to visualize what evaluation logic and methodology look like in practice To address this Davidson presents readers with useful rubrics and flowcharts that may be used during each stage of the evaluation Many of the concepts presented in the chapters are illustrated with specific examples from a range of disciplines Exercises and pop quiz questions help reinforce the key points covered in each chapter provide homework assignments for those teaching an evaluation course and allow learners to develop slices of an evaluation

plan as they work their way through the text *Evaluation Methodology Basics* is an ideal text for students of evaluation and students in programs that have evaluation course requirements such as education health sociology psychology and many others throughout the social sciences It will also be essential reading for practitioners who find themselves thrown into evaluation roles without the benefit of specialized evaluation training

10 Steps for Hiring Effective Teachers Mary C. Clement, 2015-01-08 The quick read step by step guide to hiring outstanding teachers Whether you are new to hiring or searching for a fresh approach this invaluable guide helps you select the best possible candidates Mary Clement a nationally awarded expert on teacher hiring presents proven strategies for identifying high performing teachers Readers will learn Ten best practices that address every stage of the hiring process Techniques and sample questions for Behavior Based Interviewing Interview questions to avoid How to involve teacher peers in interviewing and mentoring new hires Identify and hire high performing teachers and see your students academic potential flourish Mary has intimate knowledge of the realities of the hiring process in schools and her suggestions for improvement are rooted in these facts The need for the book is long overdue Tim Neubert Board President Illinois Association for Employment in Education Human Resources Administrator Veteran School District Starting with the opening pages Mary Clement provides the reader with succinct research based targeted information on good hiring policy and practice Her emphasis on behavior based interviewing and involvement of other school stakeholders is well taken Lloyd Goldsmith Professor and Program Director Department of Graduate Studies in Education Abilene Christian University They say hiring a teacher is a multi million dollar decision When a multi million dollar decision is being made you want the best process for obtaining the best teachers that you can *10 Steps for Hiring Effective Teachers* will put you on that path L Robert Furman Elementary Principal South Park School District

Human Resources in the Arts Brea M. Heidelberg, 2025-07-29 Arts and cultural institutions are a unique organizational context Managing creative people within that context requires considerations that are not standard in traditional human resource practice This book is designed to provide arts and cultural administrators with an overview of the most pressing elements of human resource management for arts and cultural institutions Written by an arts management professor with an equity focused human resources consulting firm this book provides readers with knowledge they can immediately use to solve human resource management issues they will encounter Infused with practical considerations and real world examples that are grounded in human resources and industrial psychology research *Human Resources in the Arts* will benefit arts management students and practitioners alike

Introduction to Rubrics Dannelle D. Stevens, Antonia J. Levi, 2023-07-03 This new edition retains the appeal clarity and practicality that made the first so successful and continues to provide a fundamental introduction to the principles and purposes of rubrics with guidance on how to construct them use them to align course content to learning outcomes and apply them in a wide variety of courses and to all forms of assignment Reflecting developments since publication of the first edition the authors have extended coverage to include Expanded discussion on

use of rubrics for grading Grading on line with rubrics Wider coverage of rubric types e g holistic rating scales Rubric construction in student affairs Pros and cons of working with ready made rubrics Using rubrics to improve your teaching and for SoTL Use of rubrics in program assessment case study Application of rubrics in the arts for study abroad service learning and students independent learning Up dated literature review

Introduction to Occupational Therapy- E-Book Jane Clifford O'Brien,2017-01-31 NEW content on OT theory and practice includes the latest updates to the Occupational Therapy Practice Framework and OT Code of Ethics New coverage of the role of certified Occupational Therapy Assistants shows where OTAs are employed what licensure requirements they must meet and how they fit into the scope of OT practice NEW chapter on cultural competence provides the tools you need to work with culturally diverse clients in today s healthcare environment and includes case studies with examples of cultural competence and its impact on the practice of OT NEW Centennial Vision commentary provides a big picture view of today s occupational therapy and shows how OT is becoming a powerful widely recognized science driven and evidence based profession as it reaches the age of 100

Work Rules! Laszlo Bock,2015-04-07 From the visionary head of Google s innovative People Operations comes a groundbreaking inquiry into the philosophy of work and a blueprint for attracting the most spectacular talent to your business and ensuring that they succeed We spend more time working than doing anything else in life It s not right that the experience of work should be so demotivating and dehumanizing So says Laszlo Bock former head of People Operations at the company that transformed how the world interacts with knowledge This insight is the heart of Work Rules a compelling and surprisingly playful manifesto that offers lessons including Take away managers power over employees Learn from your best employees and your worst Hire only people who are smarter than you are no matter how long it takes to find them Pay unfairly it s more fair Don t trust your gut Use data to predict and shape the future Default to open be transparent and welcome feedback If you re comfortable with the amount of freedom you ve given your employees you haven t gone far enough Drawing on the latest research in behavioral economics and a profound grasp of human psychology Work Rules also provides teaching examples from a range of industries including lauded companies that happen to be hideous places to work and little known companies that achieve spectacular results by valuing and listening to their employees Bock takes us inside one of history s most explosively successful businesses to reveal why Google is consistently rated one of the best places to work in the world distilling 15 years of intensive worker R read it to reawaken your joy in what you do

Human Resource Management Talya Bauer,Berrin Erdogan,David Caughlin,Donald Truxillo,2023-09-04 Human resources is rapidly evolving into a data rich field but with big data comes big decisions The best companies understand how to use data to make strategic workforce decisions and gain significant competitive advantage Human Resource Management People Data and Analytics Second Edition introduces students to the fundamentals of talent management with integrated coverage of analytics in every chapter Features tied to SHRM competencies and data exercises give students hands on opportunities to practice the analytical and

decision making skills they need to excel in today's job market. Whether your students are future managers or future HR professionals, they will learn best practices for managing talent across the lifecycle in the changing workplace. This title is accompanied by a complete teaching and learning package. Learning Platform Courseware Sage Vantage is an intuitive learning platform that integrates quality Sage textbook content with assignable multimedia activities and auto-graded assessments to drive student engagement and ensure accountability. Unparalleled in its ease of use and built for dynamic teaching and learning, Vantage offers customizable LMS integration and best-in-class support. It's a learning platform you and your students will actually love. Assignable Video with Assessment: Assignable video available in Sage Vantage is tied to learning objectives and curated exclusively for this text to bring concepts to life. LMS Cartridge: Import this title's instructor resources into your school's learning management system LMS and save time. Don't use an LMS? You can still access all of the same online resources for this title via the password-protected Instructor Resource Site.

How to Build an Instructional Coaching Program for Maximum Capacity Nina Jones Morel, Carla Staton Cushman, 2012-04-24 Chart your course for success. A guide for school and district leaders. Research supports the value of coaches in improving school culture and facilitating change that leads to staff and student success. This comprehensive resource guides school and district leaders through the journey of developing and sustaining an effective coaching program. The authors engage readers with a nautical metaphor that outlines the planning and implementation process, including how to cast a vision for the coaching program, determine desired characteristics of instructional coaches, use data to evaluate and refine the program, communicate the benefits to leaders, principals, and teachers, design appropriate professional training and support.

Closing the Leadership Gap Teresa N. Miller, Mary Devin, Robert J. Shoop, 2007-08-01 Makes a distinct contribution to the field and will be a very useful resource for universities and school districts. Susan Villani, Senior Program Research Associate, Learning Innovations. Author, *Mentoring and Induction Programs That Support New Principals*. Will improve the training and practice of future school administrators and the learning of students across the country. Jim Lentz, Superintendent, Augusta Public Schools. KS Blend theory with real-world practices to develop and sustain effective leadership. University preparation programs for educational leaders are continually criticized for lack of connectedness to the real world, while school and district leaders face mounting pressure to adopt the latest research-based best practices. *Closing the Leadership Gap* demonstrates what happens when universities and districts work together to shape and support superior leadership that harnesses the qualities of excellence in both practice and research. The authors, experts in school-university partnerships for leadership development, help close the gap between academic training and day-to-day issues with a program that incorporates collaborative partnerships between university faculty and inservice administrators. Filled with lessons learned, school leader voices, and reflections throughout, this book illustrates how to cultivate and sustain ethical, effective leadership. Readers will find field-tested tools, templates, and forms. Research-based strategies to apply in any leadership development.

endeavor Performance assessment and documentation methods This resource is ideal for staff developers leadership coaches university preparation programs and prospective or practicing administrators committed to a strong leadership preparation curriculum that inspires leaders to remain in education and have a lasting positive impact upon student achievement [Job Demands and Worker Health](#) Robert D. Caplan, University of Michigan. Institute for Social Research, 1975 Occupational health report on physiological and psychological aspects of mental stress in 23 different occupations in the USA examines factors such as job satisfaction boredom behavioural characteristics and correlations with different types of illness such as cardiovascular disease gastro intestinal problems ulcer and respiratory infections Bibliography pp 332 to 342 diagrams questionnaires and statistical tables [Measurement Issues and Assessment for Teaching Quality](#) Drew H. Gitomer, 2009 A comprehensive text that allows headteachers and school managers to monitor teacher quality [Build Authority Without Being Loud: Subtle Positioning That Commands Trust](#) Onyeka Godfrey, 2025-08-04 You don't need to be the loudest to be the most trusted In fact the most compelling experts often say the least This book is your guide to quiet authority how to position yourself your products and your message so people naturally respect and seek out what you offer No gimmicks No viral stunts Just deep credibility built subtly and strategically You'll learn how to use proof consistency elegant branding and value driven content to create a reputation that speaks louder than words Whether you're an introvert or simply tired of the hype this book shows you how to own your space and lead with substance not noise *Cultivating Exceptional Principals* Jasmine K. Kullar, Bruce Fraser, Lisa M. Reddel, 2025-09-12 This practical guide helps principal supervisors develop effective strategies to hire support and retain strong school leaders The authors provide intentional strategies for building collaborative teams offering professional development and providing ongoing feedback to ensure principals thrive and foster high performing data driven schools This book provides K 12 administrators who oversee school principals principal supervisors with Strategies to hire and develop effective school leaders Techniques for fostering professional growth and continuous learning among principals Tools for building collaborative teams and professional learning communities Guidance on providing constructive feedback to enhance principals leadership and school performance Contents Introduction Chapter 1 The Changing Role of the Principal Supervisor Chapter 2 The Principal Pipeline Chapter 3 Professional Development for Principals Chapter 4 Principal Collaboration Chapter 5 Feedback Epilogue References and Resources Index [Now Hiring](#) Nicole C. Jones Young, 2022-07-11 Now Hiring allows readers to consider their individual biases as well as organizational employment practices and processes and assess how these factors may be altered to increase hiring for individuals with a criminal history prompting conversations surrounding current hiring systems

The Top Books of the Year Hiring Rubric Sample The year 2023 has witnessed a remarkable surge in literary brilliance, with numerous engrossing novels captivating the hearts of readers worldwide. Lets delve into the realm of bestselling books, exploring the fascinating narratives that have captivated audiences this year. Hiring Rubric Sample : Colleen Hoover's "It Ends with Us" This touching tale of love, loss, and resilience has captivated readers with its raw and emotional exploration of domestic abuse. Hoover masterfully weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can triumph. Hiring Rubric Sample : Taylor Jenkins Reid's "The Seven Husbands of Evelyn Hugo" This intriguing historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reid's absorbing storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. Discover the Magic : Delia Owens' "Where the Crawdads Sing" This mesmerizing coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens weaves a tale of resilience, survival, and the transformative power of nature, captivating readers with its evocative prose and mesmerizing setting. These popular novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of captivating stories waiting to be discovered. The novel begins with Richard Papen, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is a brilliant and suspenseful novel that will keep you guessing until the very end. The novel is a cautionary tale about the dangers of obsession and the power of evil.

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