

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

**Dannelle D. Stevens, Antonia J. Levi**



## Hiring Rubric Sample:

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 **The Holloway Guide to Technical Recruiting and Hiring** Osman (Ozzie) Osman, 2022-01-10 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 *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

**Hiring the Best Staff for Your School** Rick Jetter, 2016-02-05 Hiring the Best Staff for Your School moves beyond typical hiring tools r sum s 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

**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

**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

**Decentering Whiteness in the Workplace** Janice Gassam Asare, 2023-10-24 Your DEI 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

**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

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

**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

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

**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

**Noise** Daniel Kahneman, Olivier Sibony, Cass R. Sunstein, 2021-05-18 NEW YORK TIMES BESTSELLER From the Nobel Prize winning author of Thinking Fast and Slow and the coauthor of Nudge a revolutionary

exploration of why people make bad judgments and how to make better ones a tour de force New York Times Imagine that two doctors in the same city give different diagnoses to identical patients or that two judges in the same courthouse give markedly different sentences to people who have committed the same crime Suppose that different interviewers at the same firm make different decisions about indistinguishable job applicants or that when a company is handling customer complaints the resolution depends on who happens to answer the phone Now imagine that the same doctor the same judge the same interviewer or the same customer service agent makes different decisions depending on whether it is morning or afternoon or Monday rather than Wednesday These are examples of noise variability in judgments that should be identical In Noise Daniel Kahneman Olivier Sibony and Cass R Sunstein show the detrimental effects of noise in many fields including medicine law economic forecasting forensic science bail child protection strategy performance reviews and personnel selection Wherever there is judgment there is noise Yet most of the time individuals and organizations alike are unaware of it They neglect noise With a few simple remedies people can reduce both noise and bias and so make far better decisions Packed with original ideas and offering the same kinds of research based insights that made Thinking Fast and Slow and Nudge groundbreaking New York Times bestsellers Noise explains how and why humans are so susceptible to noise in judgment and what we can do about it

**Standards-based Activities with Scoring Rubrics: Performance-based portfolios**, 2002

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

HBR Guide to Better Recruiting and Hiring Harvard Business Review, 2025-02-18 Discover and hire great talent An open position on your team presents both a challenge and an opportunity You need to understand what skills and capabilities will add value now and in the future all while juggling the hiring process with the day to day demands of your job as a manager The HBR Guide to Better Recruiting and Hiring provides the practical tips research stories and advice you need to successfully attract identify and hire people whose values competencies and potential align with your team and your organization You'll learn how to Identify gaps in your team's skill set Expand your talent pool Conduct productive interviews Partner effectively with HR Evaluate a candidate's potential for growth Make a compelling offer Negotiate with confidence Arm yourself with the advice you need to succeed on the job with the most trusted brand in business Packed with how to essentials from leading experts the HBR Guides provide smart answers to your most pressing



work challenges      **Scaling People** Claire Hughes Johnson, 2023-03-07 From a Stripe and Google executive a practical guide to company building and scaling the most important resource it has its people Selected for Best Books of 2023 by Bloomberg and The Economist Whether you are a new manager or a CEO there are going to be moments when you feel alone and need help Odds are the advice you need is in *Scaling People* You are going to pull this book off your shelf over and over Kim Scott New York Times bestselling author of *Radical Candor* and *Just Work* A leader at both Google and Stripe from their early days Claire Hughes Johnson has worked with founders and company builders to try to replicate their success The most common questions she's asked are not about business strategy they're about how to scale the operating structures and people systems of a rapidly growing startup *Scaling People* is a practical and empathetic guide to being an effective leader and manager in a high growth environment The tactical information it puts forward including guidance on crafting foundational documents strategic and financial planning hiring and team development and feedback and performance mechanisms can be applied to companies of any size in any industry *Scaling People* includes dozens of pages of worksheets templates exercises and example documents to help founders leaders and company builders create scalable operating systems and lightweight processes that really work Implementing effective leadership and management practices takes effort and discipline but the reward is a sustainable scalable company that's set up for long term success *Scaling People* is a detailed roadmap for company builders to put the right operating systems and structures in place to scale the most important resource a company has its people      *Civil Rights Investigations Under the Workforce Investment Act and Other Title VI-Related Laws* Seena K. Foster, 2011-08-15 Equal Opportunity is the Law FIVE STAR RATINGS the most thorough and the best product on the market an eye opening learning experience could be used as a stand alone in training sessions an excellent reference book an invaluable resource for its target audience of professionals who must respond to complaints of discrimination In *Civil Rights Investigations* Ms Foster assembles a tremendous amount of information presents it in an organized and easy to understand format and delivers it to you along with practical and useful guidance Whether you are a novice or expert this book is a truly exceptional resource that takes you step by step through the investigative process And the teachings offered are applicable to any discrimination complaint investigation Starting with the basics of knowing whether you have a complaint and authority to investigate it to navigating more in depth concepts such as understanding the burdens of the parties properly framing the issues of an investigation developing a complaint investigation plan interviewing witnesses analyzing conflicting evidence and writing final determinations *Civil Rights Investigations* is with you each step of the way providing insights tips and examples A wide array of discriminatory bases is explored including race color national origin gender sexual harassment religion disability political affiliation citizenship and age And the book contains sample interrogatories covering numerous adverse actions in government programs such as denial of access denial of training denial of services denial of benefits and denial of proposals or bids Other sample interrogatories address adverse actions in the

workplace including sexual harassment reasonable accommodation retaliation termination non selection non promotion adverse performance appraisals and damages Simply put Civil Rights Investigations is a top of the line resource for any public or private sector equal opportunity professional

**Your First Year As a High School Teacher** Lynne Marie Rominger, Suzanne Packard Laughrea, 2009-03-25 Survive Thrive in the Classroom From Day One Teaching high school students is the toughest job you ll ever love Of course often it is an acquired love You must learn to manage your students education and play parent counselor police officer and mentor Wow Now relax it doesn t have to be overwhelming With a little preparation you can ensure that you and your students get the most out of your time in the classroom and enjoy it Full of real world advice and answers for the complex issues facing today s high school teachers this down to earth and witty book will teach you how to create an atmosphere of cooperation learning and respect within your classroom Use this helpful guide as your personal mentor to achieve a successful and satisfying career as a high school teacher Earn straight A s your first year by knowing how to Create an attention grabbing and interactive teaching environment Manage difficult students and unique teenage problems Communicate educate and have fun with your students Balance the demands of old school administrators and pushy parents Fairly assess grade and evaluate students Develop effective and engrossing lesson plans Straightforward up to date and engaging I ve seen a lot of resource books for new teachers and this is the best of the bunch

Wendell Geis continuing education administrator University of California Davis

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