

Kings County 4-H ALLSTAR Evaluation Rubric

(Each evaluator completes one per applicant, scores are averaged, all forms turned in)

Applicant Name: _____

Evaluator: _____ Evaluator's Initials: _____ Date: _____

Interview and Essays					
Criteria	Poor (1 point)	Average (2 points)	Good (3 points)	Excellent (4 points)	
Interest in County ALLSTAR Program	Applicant shows no interest in serving as a County ALLSTAR	Applicant shows interest in program but provides no reasons or goals	Applicant shows clear interest in County ALLSTAR program and outlines goals	Applicant shows passion for county 4-H program and leadership; details appropriate goals in essays	
Interview and Resume					
Criteria	Poor (1 point)	Average (2 points)	Good (3 points)	Excellent (4 points)	
Demonstrates Involvement in 4-H	Resume does not document examples of leadership, citizenship, or personal/professional development	Resume documents at least 1 entry each for leadership, citizenship, and personal/professional development	Resume documents at least 2 entries each for leadership, citizenship, and personal/professional development	Resume documents at least 3 entries each for leadership, citizenship, and personal/professional development	
Evidence of Skills and Character (Interview, Documentation, and Letters of Recommendation)					
Criteria	Poor (1 point)	Average (2 points)	Good (3 points)	Excellent (4 points)	
Leadership Skills & Character	Documentation does not meet the criteria and references do NOT recommend the applicant for this position	Documentation meets the criteria and references recommend the applicant for the position citing minimal reasoning	Documentation meets the criteria and references recommend applicant which generally support their professionalism, skills and character	Documentation meets the criteria and references highly recommend and cite specific examples in support of professionalism, skills and character	

Interview;					
Criteria	Poor (1 point)	Average (2 points)	Good (3 points)	Excellent (4 points)	
The 6 Cs (confidence, competence, character, caring, connection, contribution)	Applicant shows little to no indication of development of any of the 6 Cs	Applicant shows some indication in the development of one or two of the 6 Cs, evidence is weak	Applicant shows clear indication in the development of 3 or more of the 6 Cs	Applicant shows strong indication in the development of 4 or more of the 6 Cs	
Impromptu Speech/Presentation					
Criteria	Poor (1 point)	Average (2 points)	Good (3 points)	Excellent (4 points)	
Program Knowledge & Presentation Ability	Inadequate information; unorganized; volume, pronunciation or vocal variation needs improvement; body language or gestures need improvement	Adequate knowledge of subject; logical progression; voice and language are adequate; closing is clear and organized	In-depth knowledge of subject; skill and creativity in organization; voice and language are effective; businesslike and personable conduct; closing well organized	Full subject knowledge; strong structure that enhances effect of the presentation; volume, tone, timing, inflection, and language enhance presentation; professional and personable demeanor	
Criteria	Not Recommended (1 pts)	Recommended with Reservation (2 points)	Recommended (3 points)	Highly Recommended (4 points)	
Overall Recommendation	I do not recommend this applicant for the role of County ALLSTAR .	This applicant meets the basic qualifications for the position, but I have hesitations about recommending them.	I recommend this applicant for the position as they have demonstrated good leadership skills and works well with a team.	I am confident that the applicant will make an excellent County ALLSTAR as they have met and/or exceeded all qualifications for the position.	

Total Points (28 max):

Total Points: _____

Evaluator Notes: