INTERVIEW RUBRIC

POSITION TITLE

INTERVIEWER'S NAME | **DATE**

Scale =	1 – Unsatisfactory	2 – Below Average	3 – Average	4 – Above Average	5 – Exceptional	
FACTORS			**Candidates**			
	James	Aliyah	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

N Noddings

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

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 **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 **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 *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 **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 <u>Build Authority Without Being Loud: Subtle Positioning That Commands Trust</u> 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 **Strategic Human Resources Management in Schools** Henry Tran,Carolyn Kelley,2024-02-01 Strategic Human Resources Management in Schools provides a new approach to human resources management grounded in the perspectives of cutting edge practice research and theory Traditional human resource HR practices in education have operated in an isolated and reactionary manner this book explores an updated version of personnel administration that links strategic human resources to organizational goals educational mission educator well being and student success Coverage includes exemplar strategic HR practices from progressive organizations and leading companies discussion of tricky issues like discrimination and implicit bias and developmental and humanistic support of teachers as well as support staff including paraprofessionals food service workers and bus drivers The Talent Centered Education Leadership TCEL model presented in this book explores how educational leaders can create a nurturing and inclusive workplace for all educational staff which is ultimately critical for improvement in student learning and strengthening recruitment and retention of a quality education workforce Designed for aspiring leaders this volume is grounded in the Professional Standards for Educational Leaders PSEL and National Educational Leadership Preparation NELP Building and District Level standards and is full of rich pedagogical features including cases warning boxes to explore areas particularly thorny to navigate questions for discussion and various learning activities 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

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by mastering the same tools that hiring teams are now using against you Whether you re job hunting now or planning your next big career move this guide will help you outsmart the system amplify your impact and win the interview game from screening to salary negotiation **Measurement Issues and Assessment for Teaching Quality** Drew H. Gitomer,2009 A comprehensive text that allows headteachers and school mamangers to monitor teacher quality **Reforming Legal Education** David M. Moss,Debra Moss Curtis,2012-11-01 In today s volatile law school environment curriculum reform has emerged as a significant focus It is commonly understood that law schools effectively teach certain analytical skills but are less successful in other areas and often scramble to adapt to evolving aims This book demonstrates how law schools are successfully reforming their curriculum and lays the framework to show how all schools of law can engage in a continuous reform model that proactively shapes our profession It is expected that faculty and professional staff engaged in legal education will utilize this book as a primary resource to guide their respective reform efforts Each contributed chapter presents a case study of a data driven curriculum reform effort The initial chapters set the conceptual context for the book while the final chapter offers summative recommendations for considering legal education reform as derived from the earlier case study chapters This book adds significantly to the literature in legal education as we gain first hand insight into evidence based reform for the legal education community Secure Knowledge Management In The Artificial Intelligence Era Ram Krishnan,H. Raghav Rao,Sanjay K. Sahay,Sagar Samtani,Ziming Zhao,2022-02-22 This book constitutes the refereed proceedings of the 9th International Conference On Secure Knowledge Management In Artificial Intelligence Era SKM 2021 held in San Antonio TX USA in 2021 Due to the COVID 19 pandemic the conference was held online The 11 papers presented were carefully reviewed and selected from 30 submissions They were organized according to the following topical sections intrusion and malware detection secure knowledge management deep learning for security web and social network

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