

Sample School Board Candidate Scoring Instructions

Using a numerical rating scale may or may not be suitable for every school board. Any scoring rubrics used by the board are a public record. This is a suggested format for boards who want to use a rubric. This scale is designed to evaluate potential school board candidates based on their responses to interview questions. It ensures consistent evaluation while aligning with the district's priorities and values. Each category is rated on a 5-point scale, with a total score calculated for comparison.

Evaluation Categories and Criteria

Background and Experience

- Clear and inspiring motivation to serve as a school board member.
- Demonstrated relevant personal experiences and perspectives on public education.
- Realistic understanding of time and energy commitment.

Governance

- Understanding of the roles and responsibilities of the board, superintendent, and staff.
- Clarity on how to evaluate goals and policies.
- Alignment with the board's primary work and governance principles.

Program and Student Achievement

- Identifies specific, thoughtful changes to policies or programs (if any).
- Strong reasoning behind proposed changes.

Advocacy and Vision

- Articulates a compelling vision for education in the community.
- Demonstrates alignment with district priorities and values.

Communication and Resolutions Management

- Emphasizes fostering positive community relationships.
- Displays a collaborative approach to differing opinions or board decisions.



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Relationship with Community

- Deep understanding of community and district needs.
- Commitment to addressing diverse student needs.
- History of constructive contributions to the community or district.

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Contribution to Board Effectiveness

- Outlines clear ways to support productive and effective board meetings.
- Prior experience or ideas on how to contribute positively to the board's goals.

Current Challenges in Education

- Thoughtful identification of significant challenges in public education.
- Constructive feedback on current district policies and suggestions for improvement.

Scoring Key

- **5 (Exceptional):** Exceeds expectations; response demonstrates depth, thoughtfulness, and alignment with district priorities.
- **4 (Strong):** Meets expectations; response is clear and aligns with the district's goals.
- **3 (Adequate):** Satisfactory; response addresses the question but lacks depth or specifics.
- **2 (Weak):** Marginal; response is vague, lacks alignment, or doesn't fully address the question.
- **1 (Poor):** Unsatisfactory; response shows little understanding or alignment with the district's needs.

Total Score Calculation

- Total Possible Score: (Number of Categories) × 5
- Example: If evaluating 10 categories, the total possible score is 50.

