



SAMPLE 1: School Board Candidate Evaluation Tool

Scale for Each Category

Instructions for Use: Using a numerical scale may or may not be suitable for your school board. Any scoring rubric the board uses is a public record. This is a suggested format for boards who want to use a rubric.

Score Each Criterion: Assign a score from 1 to 5 for each evaluation criterion, where:

- 1 = Poor
- 2 = Fair
- 3 = Good
- 4 = Very Good
- 5 = Excellent

Background and Experience

Criteria	Score (1-5)
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.	
Comments:	

Governance

Criteria	Score (1-5)
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.	

Comments:

Program and Student Achievement

Criteria	Score (1-5)
Identifies specific, thoughtful changes to policies or programs (if any).	
Strong reasoning behind proposed changes.	
Comments:	

Advocacy and Vision

Criteria	Score (1-5)
Articulates a compelling vision for education in the community.	
Demonstrates alignment with district priorities and values.	
Comments:	

Communication and Resolutions Management

Criteria	Score (1-5)
Emphasizes fostering positive community relationships.	
Displays a collaborative approach to differing opinions or board decisions.	
Comments:	

Relationship with Community

Criteria	Score (1-5)
Deep understanding of community and district needs.	
Commitment to addressing diverse student needs.	
History of constructive contributions to the community or district.	
Comments:	

Contribution to Board Effectiveness

Criteria	Score (1-5)
Outlines clear ways to support productive and effective board meetings.	
Prior experience or ideas on how to contribute positively to the board's goals.	
Comments:	

Current Challenges in Education

Criteria	Score (1-5)
Thoughtful identification of significant challenges in public education.	
Constructive feedback on current district policies and suggestions for improvement.	
Comments:	

Total Score _____

Sample 2: School Board Evaluation Tool

	Outstanding (5)	Good (3)	Marginal/Poor (1)
Background & Experience	Background demonstrates knowledge, skills, and abilities that will assist in board service. Clear evidence of passion for education demonstrated by past.	Some evidence of knowledge, skills, and abilities that will assist in board service. Some evidence of passion for education demonstrated by past.	Little to no evidence of knowledge, skills, and abilities that will assist in board service. Little to no evidence of passion for education demonstrated by past.
Governance	Demonstrates understanding of board role to govern and district/charter role to plan and implement.	Limited understanding of board role vs district/charter role.	No understanding of board role vs. district/charter role.
Plan Assessment	Has experience establishing/using strategic plans.	Little experience establishing/using strategic plans.	No experience with strategic plans.
Advocacy & Vision	Articulates compelling vision for education in the community that aligns with district/charter priorities and values and understands the role of advocacy.	Articulates a vision for education in the community. Little understanding of advocacy work.	Fails to articulate a vision for education. No understanding of advocacy.
Communication & Teamwork	Clearly demonstrates the skill of building positive relationships with a team. Shows the ability to work with	Demonstrates some skill of building positive relationships with team. May not work well with those	Little to no skill at building positive relationships with team. No evidence of ability to work with

	those possessing different opinions. Understands the need to support board decisions.	possessing different opinions. May not support board decisions.	those possessing different opinions. Likely not willing to support board decisions.
Community Relationship	Understands and demonstrates the ability to positively represent the board and the district/charter.	Understands the need to positively represent the board and the district/charter.	Fails to demonstrate the understanding and/or the ability to positively represent the board and the district/charter.
Board work	Understands and demonstrates the skills required to work as a positive team member of the board.	Understands the skills required to work as a positive team member of the board.	Fails to demonstrate understanding of the skills required to work as a positive team member of the board.
Knowledge of Education	Clearly articulates a knowledge of the current, significant issues in public education. Communicates possible strategies to help deal with issues.	Has some knowledge of issues in public education.	Little to no knowledge of significant issues in public education.

Total Points _____