

2020-2021 GLENN COUNTY 4-H YOUTH DEVELOPMENT PROGRAM COUNTY AMBASSADOR EVALUATION RUBRIC

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

Applicant Name: _____

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

| Essays | | | | | |
|--|--|---|---|---|--|
| Criteria | Poor (0 point) | Average (1 points) | Good (2 points) | Excellent (3 points) | |
| Interest in County Ambassador Program | Applicant shows no interest in serving as a County Ambassador | Applicant shows interest in program but provides no reasons or goals | Applicant shows clear interest in County Ambassador program and outlines goals | Applicant shows passion for county 4-H program and leadership; details appropriate goals in essays | |
| Resume | | | | | |
| Criteria | Poor (0 point) | Average (1 points) | Good (2 points) | Excellent (3 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 (Documentation and Letters of Recommendation) | | | | | |
| Criteria | Poor (0 point) | Average (1 points) | Good (2 points) | Excellent (3 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 | |
| Group Interview | | | | | |
| Criteria | Poor (0 point) | Average (1 points) | Good (2 points) | Excellent (3 points) | |
| Teamwork | Applicant demonstrates poor teamwork skills; listening and cooperative skills need improvement | Applicant passively works as a member of the team; contributes to a larger team effort | Applicant is active in uniting the team and performs well in both 'leader' and 'follower' roles | Applicant leads the group in setting goals, achieving them, and/or shifting gears along the way | |
| Individual Interview | | | | | |
| Criteria | Poor (0 point) | Average (1 points) | Good (2 points) | Excellent (3 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 | |

| Presentation | | | | | |
|---|---|---|--|--|--|
| Criteria | Poor (0 point) | Average (1 points) | Good (2 points) | Excellent (3 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 | |
| Total Points (18 max): | | | | | |
| Criteria | Not Recommended (0 pts) | Recommended with Reservation (1 points) | Recommended (2 points) | Highly Recommended (3 points) | |
| Overall Recommendation | I do not recommend this applicant for the role of County Ambassador. | 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 Ambassador as they have met and/or exceeded all qualifications for the position. | |

Evaluator Notes

Applicant Name: _____ **Total Points:** _____

Use this section to make notes that will help you to remember the applicant during selection deliberations. These notes may also be used to write a Letter of Acceptance or Regret, so please be specific. If you would not recommend this applicant at this time, please write comments in the "Recommendations for Improvement" section that may help the applicant be successful the next time.

Summary of County Ambassador Qualities:

Summary of challenges to being a County Ambassador:

Recommendations for Improvement: