

2021-2022 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:

INTERVIEW QUESTIONS

List of possible interview questions. All applicants must be asked the SAME questions.

This is a list of possible questions to ask applicants. You may choose from these questions or come up with some on your own. Ask the same questions of each applicant.

1. If you are selected as a County Ambassador, do you understand the roles and responsibilities connected with this title and can you put these roles and responsibilities as a priority for the year?
2. What is your favorite 4-H project or activity & why?
3. Describe something that you have accomplished in the last year that was hard to do. What challenges did you face and how did you change plans to achieve this accomplishment?
4. Describe a conflict you have been in and talk about how you handled it.
5. How would someone else describe your leadership style?
6. If you could teach everyone in the world one thing, what would it be and why?
7. How would you describe 4-H to someone who is not familiar with the program?
8. Why do you want to be a County Ambassador?
9. What has been your most rewarding 4-H experience?
10. Describe what 4-H means to you.
11. What ideas do you have to promote 4-H or to encourage more youth to become involved?
12. What has encouraged you to continue your membership in 4-H?
13. Describe how you have been involved in 4-H.
14. As a County Ambassador, you might be asked to plan an activity, what steps might you take to do this?
15. What would you do if you had two meetings scheduled for the same night? How would you decide which meeting you would attend?
16. What would you do about the one meeting you could not attend?
17. What are some of your non 4-H activities in school and in the community?
18. What are your career goals? How has your 4-H experience influenced your career goals?
19. In your opinion, what are some challenges teen/youth are facing today, locally, nationally, world-wide?
20. You might want to ask them to further explain an activity or project you read about in their record book.