

Candidates' Name: _____

Team Members: _____

Criteria	1 – Unacceptable	2. Emerging	3 Developing	4. Proficient	Score
Response to Questions	Inappropriate answers given to questions. Lacked variety in answers or did not directly respond to questions asked.	Few pertinent answers given. Answers lacked thoughtfulness, did not appear knowledgeable regarding topic(s)	Appeared to be knowledgeable regarding the topic(s). Some substantive answers provided.	Very thoughtful answers. Interviewee displayed command over his/her responses. Clearly knowledgeable regarding the topic(s)	
Language, grammar	Grammar, pronunciation, and/or word choice are severely deficient. Interviewer does not use professional language.	Isolated errors in grammar, pronunciation, and/or word choice reduce clarity and credibility.	Presentation is free of serious errors in grammar, pronunciation, and/or word usage. Interviewer sounds mostly professional.	Presentation is free of errors in grammar and pronunciation; word choice aids clarity and vividness. Professional language.	
Language, word usage	Language choices are unclear, inappropriate to the audience and minimally support the effectiveness of the message	Language choices are mundane and commonplace and partially support the effectiveness of the message	Language choices are thoughtful, appropriate, and generally support the effectiveness of the message	Language choices are imaginative, compelling, and appropriate and enhance the effectiveness of the message	
Delivery	Delivery is distracting or awkward and not commanding for an interview. Long silences or too much talking on the part of the interviewee. Speaker appears uncomfortable.	Speaker demonstrates some mastery of delivery techniques and appears hesitant, some visible nervousness	Delivery is clear and appears comfortable. Shows mastery of delivery techniques.	Verbal and non-verbal deliveries are well developed. Speaker appears polished and confident.	
Appearance	Overall appearance is untidy. Choice in clothing is inappropriate (torn, unclean, wrinkled), Poor grooming	Appearance is somewhat untidy. Choice in clothing is somewhat inappropriate	Overall neat appearance. Choice in clothing is acceptable.	Overall appearance is very neat. Choice in clothing is appropriate.	
Conceptual Framework	Candidate appears unaware of the Unit's conceptual framework	Answers reflect knowledge of the conceptual framework	Answers reflect knowledge of and support of the conceptual framework.	Responses reflect a deep understanding of the conceptual framework and commitment to social justice.	
Additional Comments					

Candidates must receive a minimum composite score of 15 with no ratings of unacceptable

Interviewing Team Composite Evaluation
 Team members signatures:

Pass with Distinction

Pass

Fail