

Candidate Evaluation Rubric

Criterion	Excellent (4)	Good (3)	Satisfactory (2)	Not a good fit (1)
Commitment to inclusivity	Demonstrates a deep understanding and proactive approach to inclusivity, providing specific examples of past success	Shows a good understanding and some examples of fostering inclusivity in previous roles	Understands the importance of inclusivity but provides limited examples of practical application	Lacks a clear understanding of inclusivity or fails to provide examples of fostering it in previous roles
Cultural awareness	Is highly knowledgeable about diverse cultures and consistently incorporates this knowledge into interactions and lessons	Demonstrates good knowledge of diverse cultures and attempts to incorporate this into their practice	Has some knowledge of diverse cultures but limited application in practice	Shows little to no knowledge of diverse cultures or fails to incorporate cultural competence into practice
Positive affirmations	Consistently uses positive affirmations and can cite specific, effective examples of their use in the classroom	Often uses positive affirmations and provides some examples of their effective use	Occasionally uses positive affirmations, with limited examples of effectiveness	Rarely or never uses positive affirmations and provides no examples of their use
Student voice amplification and empowerment	Actively encourages and incorporates student voice in decision making, with strong examples of empowerment	Supports student voice and provides some examples of how they have empowered students	Understands the importance of student voice but provides limited examples of empowerment	Neglects to encourage student voice or fails to provide examples of student empowerment
Attentiveness to diverse student needs	Demonstrates exceptional ability to recognize and respond to diverse student needs, with multiple examples	Shows good ability to respond to diverse needs, with some examples provided	Recognizes diverse needs but has limited examples of effectively responding to them	Fails to recognize or respond to diverse student needs or provides no examples

Scoring Guide: Excellent (4): 18–20; Good (3): 15–17; Satisfactory (2): 12–14; Not a good fit (1): 9–11