



NJEXCEL Admissions and Selection Process - APPLICANT SELECTION RUBRIC

Candidate's Name	Model	Reviewer's Name/s	Date
-------------------------	--------------	--------------------------	-------------

Rating Scale: 1 = Does NOT MEET minimum criteria 2 = MEETS minimum criteria 3 = EXCEEDS minimum criteria 4 = SIGNIFICANTLY EXCEEDS Minimum Criteria

DIMENSIONS	1	2	3	4	COMMENTS	Rating
A. Advanced Degrees verified through official transcript from regionally accredited institution	•Does not hold Master's Degree - Ineligible	•Master's Degree in appropriate field	•Master's Degree + advanced grad. credits in appropriate field/s	•Two Master's Degrees and/or Doctorate in appropriate field/s		
B. Certifications – M 1&2 verified through TCIS printout or certificate	•Does not hold NJ Supervisor Cert. – Ineligible for M1/M2	•NJ Supervisor <u>and</u> •Certified in 1 educational area	•NJ Supervisor <u>and</u> •Certified in 2 educational areas	•NJ Supervisor <u>and</u> •Certified in 3 or more educational areas		
B. Certifications – M 3 verified through TCIS printout or certificate	•Does not hold NJ Teacher/Educational Specialist Cert. - Ineligible	•Certified in 1 educational area	•Certified in 2 educational areas	•Certified in 3 or more educational areas		
C. Experience – M 1 Supervisor verified by district letter	•Less than 4 years FT supervisor exp. – Ineligible for M1	•Practicing supervisor with 4 years FT supervisor exp.	•5 years FT supervisor experience	•6+ years FT supervisor experience	# years sup _____ and # years tchr/ed spec _____	
C. Experience – M 2 Supervisor and Teacher/Ed. Spec. verified by district letter	•Less than 4 years of FT educational experience - Ineligible	•Less than 4 years FT supervisor exp., but at least 4 years FT educational experience	•Less than 4 years FT supervisor exp., but at least 5 years FT educational experience	•Less than 4 years FT supervisor exp., but 6+ years FT educational experience	# years sup _____ and # years tchr/ed spec _____	
C. Experience – M 3 Teacher/Ed. Spec. verified by district letter	•Less than 4 years of FT educational experience - Ineligible	•4 years FT teacher/ed. specialist experience (3.5+ accepted)	•5 years FT teacher/educational specialist experience	•6+ years FT teacher/educational specialist experience	# years tchr/ed spec _____	
D. Leadership Knowledge/Skills	•Limited experience in leadership roles •Limited leadership knowledge/skills demonstrated	•Some experience in leadership roles •Some leadership knowledge/skills demonstrated	•Significant experience in varied leadership roles •Significant leadership knowledge/skills demonstrated	•Extensive experience in a range of leadership roles •Exceptional leadership knowledge/skills demonstrated		
E. Instructional Knowledge/Skills	•Limited experience in varied instructional roles •Limited instructional knowledge/skills demonstrated	•Some experience in varied instructional roles •Some instructional knowledge/skills demonstrated	•Significant experience in varied instructional roles •Significant instructional knowledge/skills demonstrated	•Extensive experience in a range of instructional roles •Exceptional instructional knowledge/skills demonstrated		
F. Writing Sample: Part 1 - Philosophy of Education	•Limited understanding of key assumptions and concepts related to student learning and the educational process •Part 1 Not Submitted	•Some understanding of key assumptions and concepts related to student learning and the educational process	•Significant understanding of key assumptions and concepts related to student learning and the educational process	•Depth and breadth of understanding of key assumptions and concepts related to student learning and the educational process		

DIMENSIONS	1	2	3	4	COMMENTS	Rating
G. Writing Sample: Part 2 - Vision for Effective School Leadership	<ul style="list-style-type: none"> Limited understanding of the role of school leaders and effective school leadership practices in the educational process Part 2 Not Submitted 	<ul style="list-style-type: none"> Some understanding of the role of school leaders and effective school leadership practices in the educational process 	<ul style="list-style-type: none"> Significant understanding of the role of school leaders and effective school leadership practices in the educational process 	<ul style="list-style-type: none"> Depth and breadth of understanding of the role of school leaders and effective school leadership practices in the educational process 		
H. Writing Sample: Part 3 - Personal and Professional Code of Ethics	<ul style="list-style-type: none"> Limited understanding of the importance of ethical decision making & behavior Part 3 Not Submitted 	<ul style="list-style-type: none"> Some understanding of the importance of ethical decision making & behavior 	<ul style="list-style-type: none"> Sound understanding of the importance of ethical decision making & behavior 	<ul style="list-style-type: none"> Deep understanding of the importance of ethical decision making & behavior 		
I. Data Task Analysis	<ul style="list-style-type: none"> Written response shows limited understanding of the problem and its implications Task Not Submitted 	<ul style="list-style-type: none"> Written response shows some understanding of the problem and its implications 	<ul style="list-style-type: none"> Written response shows sound understanding of the problem presented and the implications 	<ul style="list-style-type: none"> Written response shows deep understanding of the problem presented and the implications 		
J. Interview: Verbal Communication and Personal Demeanor	<ul style="list-style-type: none"> Unclear responses to many interview questions Insufficient responses to most questions Does not appear generally comfortable, at ease, and personable Poor interpersonal skills and interactions Shows little enthusiasm and energy throughout interview 	<ul style="list-style-type: none"> Articulate and clear responses to most interview questions Sufficiently responds to most questions Appears generally comfortable, at ease, and personable Average interpersonal skills and interactions Shows enthusiasm and energy throughout interview 	<ul style="list-style-type: none"> Articulate and clear responses to all interview questions Responds fully and effectively to all questions Comfortable, at ease, and personable Strong interpersonal skills and interactions Shows great enthusiasm and energy throughout interview 	<ul style="list-style-type: none"> Extremely articulate and clear responses to all interview questions Responds fully and effectively to all questions and provides additional relevant information Extremely comfortable, at ease, personable Exceptional interpersonal skills and interactions Extremely enthusiastic and energetic throughout interview 		
OVERALL COMMENTS:					OVERALL RATING: _____ Recommended for Admission _____ Not Recommended for Admission	