COLUMBIA CENTRAL COLLEGIATE ACADEMY INTERVIEW RUBRIC

Student_____ Interviewer(s)_____

Competency	Score 1: Needs Work	Score 2	Score 3: Under Consideration	Score 4	Score 5: Maximum	Score/ Points	Candidate Points
First Impression `15%	• Does not shake hands • Minimal eye contact • Does not smile • Poor hygiene or appearance		• Weak handshake • Poor posture • Weak smile • Acceptable hygiene and appearance	:	• Firm handshake • Confident body language • Genuine smile • Excellent hygiene and appearance	5 = 15 4 = 12 3 = 9 2 = 6 1 = 3	
Dress 10%	• Too casual or inappropriate (such as ripped jeans or flip-flops) • Wrinkled clothing • Distracting piercings		• School dress code compliant • Not "business" or "business casual" attire		• Clean, pressed clothing • Appropriate "business" or "business casual" attire	5 = 10 4 = 8 3 = 6 2 = 4 1 = 2	
General Attitude 30%	• Passive/indifferent • Extremely shy/nervous		• Interested but could be better prepared • Somewhat shy/nervous		• Interested and enthusiastic • Asked questions	5 = 30 4 = 24 3 = 18 2 = 12 1 = 6	
Content of Answers 30%	• Yes or No answers • Does not refer to applicable strengths/skills • Uses words like "things" or "stuff"		• Responses short or vague • Refers to personal strengths, skills occasionally		• Well-constructed confident responses with examples • Consistently relates how skills will contribute to any position	5 = 30 4 = 24 3 = 18 2 = 12 1 = 6	
Speaking Ability 15%	• Speaks too quietly or loudly • Inappropriate language • Lots of "ums" or fidgeting • Poor grammar and diction		• Mumbles occasionally • Minimal "umms" and fidgeting • Conversation stops and starts at times • Satisfactory grammar and diction		• Speaks clearly at all times • No distracting mannerisms • Easy to converse with • Uses proper diction and grammar	5 = 15 4 = 12 3 = 9 2 = 6 1 = 3	
					Total Score		

Question 1 and 2 will be asked of all applicants. No student will be asked more than 5 questions.

1. How do you think being in the Academy will benefit you?
2. How do you deal with academic difficulty?
3. If you were given the capability to travel back in time to any period in history, where would you go and why?
4. Who is the person in your life who knows you best? What would this person say about your personality?
5. How has the neighborhood you have grown up in molded you into the person you are today?
6. What do you plan to do after college?