

# County Ambassador Application Evaluation Rubric

Each evaluator completes an evaluation for each applicant and the scores are averaged.  
All forms must be turned into 4-H program personnel and retained for 12 months.

Applicant Name: \_\_\_\_\_

Essays					
Criteria	Poor (0 point)	Average (1 points)	Good (2 points)	Excellent (3 points)	Score
<b>Interest in County Ambassador Program</b>	Shows no interest in serving as a County Ambassador.	Shows interest in the program but provides no reasons or goals.	Shows clear interest in the program and outlines goals.	Shows passion for program and leadership; details appropriate goals in essays.	
Resume					
Criteria	Poor (0 point)	Average (1 points)	Good (2 points)	Excellent (3 points)	Score
<b>Demonstrates Involvement in 4-H:</b> - Leadership - Civic Engagement - Personal/Professional Development	Does not document examples.	Documents at least 1 entry each.	Documents at least 2 entries each.	Documents at least 3 entries each.	
Evidence of Skills and Character (Documentation and Letters of Recommendation)					
Criteria	Poor (0 point)	Average (1 points)	Good (2 points)	Excellent (3 points)	Score
<b>Leadership Skills and Character</b>	Does not meet the criteria and references do not recommend the applicant.	Meets the criteria and references recommend the applicant, citing minimal reasoning.	Meets the criteria and references recommend the applicant, and generally support their character, skills, and professionalism.	Meets the criteria and references highly recommend and cite specific examples in support of their character, skills, and professionalism.	
Application Recommendation					
Criteria	Not Recommended (0 pts)	Recommended with Reservation (1 points)	Recommended (2 points)	Highly Recommended (3 points)	Score
<b>Review of Application</b>	This applicant does not meet the minimum qualifications for the position.	This applicant meets the minimum qualifications for the position.	This applicant meets and slightly exceeds the minimum qualifications for the position.	This applicant meets and greatly exceeds the minimum qualifications for the position.	
<b>Total Points (12 max):</b>					

Scores must have a minimum of 4 points to qualify for advancement and invitation to the interview.

## Evaluator Notes

Use this section if you would not recommend this applicant now, please write comments that may help the applicant succeed the next time.

**Recommendations for Improvement:**

Evaluator Name: \_\_\_\_\_ Date: \_\_\_\_\_

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# County Ambassador Interview Evaluation Rubric

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**Applicant Name:** \_\_\_\_\_

<b>Group Interview</b>					
Criteria	Poor (0 point)	Average (1 points)	Good (2 points)	Excellent (3 points)	Score
<b>Teamwork</b>	Demonstrates poor teamwork, listening and cooperative skills; needs improvement.	Passively works as a member of the team; contributes to a larger team effort.	Actively unites the team and performs well in both 'leader' and 'follower' roles.	Leads the group in setting goals, achieving them, and/or shifting gears along the way.	
<b>Individual Interview</b>					
Criteria	Poor (0 point)	Average (1 points)	Good (2 points)	Excellent (3 points)	Score
<b>Thriving Indicators</b> - Growth Mindset - Hopeful Purpose - Prosocial Skills - Transcendent Awareness - Self-Regulation - Goal Management	Shows little to no indication of development of any of the thriving indicators.	Shows some indication in the development of one or two thriving indicators, evidence is weak.	Shows clear indication in the development of 3 or more thriving indicators.	Shows strong indication in the development of 4 or more thriving indicators.	
<b>Presentation</b>					
Criteria	Poor (0 point)	Average (1 points)	Good (2 points)	Excellent (3 points)	Score
<b>Program Knowledge and Presentation Ability</b>	Shows lack of knowledge on subject; structure unorganized; voice, language, and body language were not effective; closing is unclear or unorganized.	Shows adequate knowledge on subject; presentation was structured adequately; voice, language, and body language were adequate; closing is clear and organized.	Shows in-depth knowledge on subject; presentation was well structured and planned; voice, language, and body language were effective; closing well organized.	Shows full knowledge of subject; presentation was highly structured and planned; voice, language, and body language were dynamic and intentional; closing well organized.	
<b>Overall Recommendation</b>					
Criteria	Not Recommended (0 pts)	Recommended with Reservation (1 points)	Recommended (2 points)	Highly Recommended (3 points)	Score
<b>Overall Recommendation</b> Including Application and Interview	This applicant does not meet the minimum qualifications for the position or is not recommended.	This applicant meets the minimum qualifications for the position, but I hesitate to recommend them.	This applicant meets and slightly exceeds the minimum qualifications for the position and they demonstrate some leadership skills and a desire to improve; works well with a team.	This applicant meets and greatly exceeds the minimum qualifications for the position and they demonstrate strong leadership skills and a desire to further develop them; possesses exceptional teamwork abilities.	
<b>County Ambassador Interview Evaluation Score (12 max):</b>					
<b>County Ambassador Application Evaluation Score (12 max):</b>					
<b>Total Points (24 max):</b>					

**Evaluator Notes**

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 now, please write comments in the “Recommendations for Improvement” section that may help the applicant succeed the next time.

**Summary of County Ambassador qualities:**

**Summary of challenges to being a County Ambassador:**

**Recommendations for Improvement:**

Evaluator Name: \_\_\_\_\_ Date: \_\_\_\_\_

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