

Written Interview Rating Rubric

Criteria	Excellent (2 pts)	Proficient (1 pt)	Needs Improvement (0 pts)
Clarity & Organization	Writing is clear, well-structured, and easy to follow; minimal to no errors.	Writing is understandable with some lapses in organization or a few errors.	Writing is unclear, disorganized, or has frequent errors that hinder understanding.
Professionalism & Tone	Consistently professional, respectful, and appropriate tone.	Generally professional; minor lapses but overall acceptable.	Unprofessional, casual, or inappropriate tone.
Content & Relevance	Thoroughly addresses the prompt(s) with relevant, insightful details/examples.	Addresses most parts of the prompt with adequate detail.	Fails to address the prompt or provides vague/irrelevant responses.
Critical Thinking & Reflection	Strong evidence of reflection, problem-solving, and connection to professional values.	Some evidence of reflection and connection, but limited depth.	Little to no reflection; lacks evidence of professional values.
Commitment to Profession	Clearly demonstrates motivation and commitment with thoughtful rationale.	Shows motivation but rationale is less developed.	Little or no evidence of motivation or commitment.

Scoring

- **9–10 points** = Strong Candidate (Highly Recommended)
- **7–8 points** = Acceptable Candidate (Recommended)
- **5–6 points** = Borderline Candidate (Consider with reservations)
- **0–4 points** = Not Recommended