

Teacher Interview Rubric

Indicator	1 (Below Avg)	2 (Satisfactory)	3 (Good)	4 (Very Good)	5 (Excellent)
Verbal Communication Skills 5 marks	Difficult to understand. Unclear explanations; poor vocabulary; monotone or inappropriate voice tone; lacks variation in pitch or volume, causing listener fatigue	Sometimes unclear; limited vocabulary; often needs to repeat; occasionally flat or inappropriate tone; some variation in pitch or volume, but generally disengaging	Mostly clear; acceptable vocabulary; occasional need for repetition; acceptable tone with some variation in pitch and volume, though it may not always be engaging or perfectly suited to content	Clear, concise explanations; good vocabulary; rare need for repetition; engaging tone with good variation in pitch and volume; generally suited to the content, making it more engaging	Exceptionally clear and articulate; excellent vocabulary; no need for repetition; dynamic, expressive voice tone with excellent variation in pitch and volume, perfectly suited to content and very engaging
Non-verbal Communication Skills 5 marks	Poor body language; no eye contact; awkward or distracting gestures	Inconsistent eye contact; limited or awkward gestures	Generally good body language; makes adequate eye contact	Strong eye contact; appropriate, confident gestures; engages audience	Excellent body language; dynamic gestures; fully engages audience
Professional Attire 5 marks	Wears casual, inappropriate clothing (e.g., jeans, t-shirts, sportswear); lacks grooming or hygiene attention	Attire is not suitable for a formal interview but not completely inappropriate (e.g., casual shoes, slightly mismatched clothing)	Appearance is neat but lacks full professionalism (e.g., simple attire with minor details that could be improved, like non-formal shoes)	Mostly professional attire with minor inconsistencies (e.g., appropriate shoes and accessories, but lacking attention to small details)	Perfectly groomed and appropriately dressed for a formal, professional setting; polished from head to toe
The following indicators will be assessed through scenario-based questions allowing the interviewers to evaluate the teacher's performance and responses based on these specific criteria.					
Use of Whiteboard/ Blackboard 5 marks	Teacher demonstrates a lack of understanding or skill in using teaching aids effectively.	Teacher struggles with consistency in using teaching aids and often fails to enhance clarity.	Teacher demonstrates basic competency in using teaching aids, showing some clarity and organization.	Teacher demonstrates highly creative and effective use of teaching aids, providing excellent clarity and organization.	Teacher demonstrates highly creative and effective use of teaching aids, providing excellent clarity and organization.

Sample Teacher Interview Rubric

RD Boyd



Sample Teacher Interview Rubric:

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