

Professional Interview Scoring Rubric

Name: _____

	Excellent (4pts.)	Proficient (3 pts.)	Devel. Prof. (2 pts.)	Unacceptable (1 pt.)
Listening <i>Did the student answer the question that was presented?</i>	Answer reflected an explicit understanding of the question;	Answer reflected a general understanding of the question; May have missed a detail;	Answer reflected a partial understanding of the question;	Answer did not reflect an understanding of the question <u>or</u> answered an unasked question;
Speaking <i>Did the student speak in an articulate manner and integrate professional language?</i>	Spoke clearly and articulately; Was confident in knowledge; Integrated professional language throughout the response; No "um's, uh's, er's" etc."	Spoke articulately most of the time; Used general words at times instead of details; Integrated a good amount of professional language throughout response; Some "um's, uh's, er's";	Spoke in a somewhat nervous manner; Lacked confidence in knowledge; Sketchy use of professional language; Many "um's, uh's, er's, etc.";	Nervous; Incomplete thoughts; Not articulate; No use of professional language; Response riddled with "um's, uh's, er's, etc.";
Integrating <i>Did the student integrate knowledge, content and experiences?</i>	Fully integrated knowledge, content and experiences in an organized, accurate and detailed manner; Engaged listener with unique answers;	Integrated knowledge, content or experiences in a generally organized and accurate manner; Invited response from the listener;	Integrated some knowledge, content or experiences; Response was somewhat rambling or missing details; Listener needed to clarify responses;	Failed to integrate knowledge, content or experiences; Inaccurate and/or incomplete responses; Listener was confused;
Expressing <i>Did the student express opinions in a tactful and mature manner?</i>	Recognized that opinions might be at odds with listener's; Identified that it was own opinion; Expressed opinions in a highly tactful and mature manner;	Did not recognize that opinions might be at odds with listener's; Identified that response was own opinion; Expressed opinions in a generally tactful manner;	Did not recognize that opinions might be at odds with listener's; Did not identify that response was own opinion; Expressed opinions in an open, but unprofessional manner;	Did not recognize that opinions might be at odds with listener's; Did not identify that response was own opinion; Expressed opinions in a biased, or inappropriate manner;
Body Language <i>Did the student's body language convey interest and facilitate the responses?</i>	Body language conveyed eagerness to respond; Sat in upright and alert manner; Seemed natural and at ease;	Body language conveyed interest in responding; Sat in an upright manner; Seemed fairly natural most of the time;	Body language was difficult to interpret (Too nervous and/or too casual); Sat upright at times, but slouched at others; Extraneous movements detracted from response;	Body language conveyed disinterest and/or extreme nervousness; Slouched or moved nervously throughout the interview;
Gestures <i>Did the student's gestures seem natural and facilitate the responses?</i>	Gestures fully facilitated and enhanced the responses; Hand and facial movements were natural, timed effectively and emphasized key points;	Gestures were appropriate and added to effectiveness of the response; Hand and facial movements were generally natural and timed to emphasize key points;	Gestures were somewhat limited, unnatural and/or stiff; Hand and/or facial movements were timed inappropriately or were distracting;	Gestures were not evident or were exceptionally distracting to the listener;
Eye Contact <i>Did the student's eye contact seem natural and facilitate the responses?</i>	Sustained, appropriate and natural eye contact; Conveyed interest in the topic and the listener; Showed confidence in interacting with the listener;	Appropriate, fairly consistent and natural eye contact; Generally conveyed interest in the topic and listener; Showed generally good levels of confidence in interacting with listener;	Intermittent or inconsistent eye contact; Conveyed non-interest in the topic and/or listener; Did not seem confident of interactions with the listener;	Limited or no eye contact; Seemed disengaged with topic and/or listener;
Professional Dress <i>Did the student dress in a professional manner?</i>	Dressed in a highly professional manner (suit, sport coat, tie, dress); Neat and well-groomed;	Dressed in a professional manner (skirt/blouse, dress pants/blouse, shirt and tie); Generally neat and well-groomed;	Dressed in a casual, but not necessarily professional manner (Revealing blouse, open collar/no tie); Fairly neat;	Dress was inappropriate and/or unkempt;

Revised 10/2017

Total: _____ Excellent (28-32 pts.) Proficient (21-27 pts.) Developing Proficiency (15-20 pts.) Unacceptable (0-14 pts.)

White = Student's Copy

Yellow = Education Department's copy

Pink = Certification File Copy

Sample Teacher Interview Questions Scoring Rubric

Jessica J Manson



Sample Teacher Interview Questions Scoring Rubric:

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Table of Contents Sample Teacher Interview Questions Scoring Rubric

1. Understanding the eBook Sample Teacher Interview Questions Scoring Rubric
 - The Rise of Digital Reading Sample Teacher Interview Questions Scoring Rubric
 - Advantages of eBooks Over Traditional Books
2. Identifying Sample Teacher Interview Questions Scoring Rubric
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Sample Teacher Interview Questions Scoring Rubric
 - User-Friendly Interface
4. Exploring eBook Recommendations from Sample Teacher Interview Questions Scoring Rubric
 - Personalized Recommendations
 - Sample Teacher Interview Questions Scoring Rubric User Reviews and Ratings
 - Sample Teacher Interview Questions Scoring Rubric and Bestseller Lists
5. Accessing Sample Teacher Interview Questions Scoring Rubric Free and Paid eBooks
 - Sample Teacher Interview Questions Scoring Rubric Public Domain eBooks
 - Sample Teacher Interview Questions Scoring Rubric eBook Subscription Services
 - Sample Teacher Interview Questions Scoring Rubric Budget-Friendly Options
6. Navigating Sample Teacher Interview Questions Scoring Rubric eBook Formats

- ePub, PDF, MOBI, and More
- Sample Teacher Interview Questions Scoring Rubric Compatibility with Devices
- Sample Teacher Interview Questions Scoring Rubric Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Sample Teacher Interview Questions Scoring Rubric
 - Highlighting and Note-Taking Sample Teacher Interview Questions Scoring Rubric
 - Interactive Elements Sample Teacher Interview Questions Scoring Rubric
- 8. Staying Engaged with Sample Teacher Interview Questions Scoring Rubric
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Sample Teacher Interview Questions Scoring Rubric
- 9. Balancing eBooks and Physical Books Sample Teacher Interview Questions Scoring Rubric
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Sample Teacher Interview Questions Scoring Rubric
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Sample Teacher Interview Questions Scoring Rubric
 - Setting Reading Goals Sample Teacher Interview Questions Scoring Rubric
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Sample Teacher Interview Questions Scoring Rubric
 - Fact-Checking eBook Content of Sample Teacher Interview Questions Scoring Rubric
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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