

AADA INTERVIEW JUDGE GUIDELINES | Scoring Rubric

1. **Voice** - should be pleasing in a conversation.
 - Speech difficult to understand or a monotone voice 1 – 4
 - Speaks with good clarity so you can hear well 5 – 8
 - Good volume, clear and correct articulation, shows confidence 9 – 10

2. **Language Usage** - promotes clear understanding of thoughts and appropriate for the occasion, but also take into consideration English Language Learners (ELL).
 - Inappropriate choice of words for age level, improper use of grammar, and incorrect pronunciation with clarity of syllables, stress and intonation 1 – 4
 - Most word choices at age level, good use of grammar, and mostly correct pronunciation with clarity of syllables, stress and intonation 5 – 8
 - At or above word choice for age level, proper use of grammar, and correct pronunciation with clarity of syllables, stress and intonation 9 – 10

3. **Interpersonal Skills** - refers to how the candidate interacts with the judges.
 - Poor posture, no eye contact, uneasy or inappropriate behavior 1 – 4
 - Good posture, some or uncomfortable eye contact, comfortable behavior 5 – 8
 - Great posture, comfortable eye contact, confident behavior 9 – 10

4. **Non-Verbal Language** - refers to the manner in which the candidate uses gestures, facial expressions, and physical involvement for effective communication.
 - Exaggerated arm movement, bouncing knee, wiggling in the seat, inappropriate face expressions, giggles for no reason 1 – 4
 - For the most part, in control of movements, sounds, and facial expressions 5 – 8
 - Controlled movements that enhance the interview, pleasant facial expressions that work with the conversation, comfortable laugh when appropriate 9 – 10

5. **Manner** - refers to the candidate's way of speaking to and treating others
 - Condescending, prejudicial, chewing gum, arrives late with no excuse, overbearing, egotistical, too shy, passive 1 – 4
 - Shows up on time, is prepared, shows interest, pleasant demeanor, answers questions, somewhat nervous 5 – 8
 - Shows up on time, is prepared, has interview form, interested in the judges, self-assurance, ease of responding, enthusiasm for the interview process, and responds in a clear and concise manner to the questions asked with a positive attitude 9 – 10

6. **Listening Skills** - the ability to analyze and interpret what is being asked.
 - Talks during the question not allowing time to hear the question, answers the question incorrectly with no understanding of what was asked 1 – 4
 - Listens but jumps to answer before thoroughly thinking about the question 5 – 8
 - Listens carefully and attentively, response indicates correct level of attention and ability to identify, sort, and process information being requested 9 – 10

7. **Answering Skills** - All information presented should be relevant to the question being asked.
- Doesn't address the question, answers with only yes or no, with no explanation, answers negatively **1 – 4**
 - Answers the question, gives some details with qualities or examples **5 – 8**
 - Clearly addresses the question, organized, has order, logic, imagination and intelligence all reflected in the answer, confident, enthusiastic **9 – 10**
8. **Responses** - refers to the quality of the answers given.
- Doesn't know how to answer, gets flustered, asks for another question, gives incorrect facts **1 – 4**
 - Sounds memorized or rehearsed **5 – 8**
 - Excellent examples or situations, thoughtful and insightful, A well thought-out answer engages the interviewers' attention and gives insight into the candidate's personal qualities, skills, goals, and experiences, supported by relevant examples and illustrations for the question. **9 – 10**
9. **Overall Effectiveness** - Judges overall opinion of the interview – only mark a 10 if all other areas are a 10. **9 – 10**
- Nature of information provided
 - Manner in which it was communicated
 - Overall impression it created
 - Rapport established between the interviewer and the candidate

Some of the questions to consider are:

- Did the candidate provide the information requested in a skillful manner?
- Was the information relevant and meaningful?
- Do you feel the candidate was prepared?
- Was the candidate able to achieve a positive impression of their skills, experiences, and personal qualities?

10. **Appearance**
- Student not dressed properly (shorts, flip flops, etc.), appears unprofessional **1 – 4**
 - Student dresses professionally, but inappropriate body language such as slumping, dragging feet, etc. **5 – 8**
 - Student dresses professionally, has proper posture **9 – 10**