

Rubric for NCSM Fellowship Application



1. Name

n/a

2. Work information

n/a - seek geographic diversity (with work/home information)

3. Home information

n/a - seek geographic diversity (with work/home information)

REVISE RUBRICS TO ALIGN TO THIS WHEN POSSIBLE:

Unrelated	Awareness	Embracing	Applying
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4. Why do you want to participate in the NCSM 25-26 Fellowship?

0	1	2	3
No response or unrelated response.	<p>Applicant does not provide a detailed response to address the question.</p> <p>Response is not related to a promotion or title (as opposed to personal or professional growth)</p>	<p>Applicant provides vague or generic response that addresses the question.</p> <p>Response is related to personal professional growth (as opposed to a promotion or title)</p>	<p>Applicant provides detailed response that addresses the question.</p> <p>Response is related to personal professional growth (as opposed to a promotion or title)</p>

5. Provide 2 letters of recommendations that speak to your past leadership experiences.

0	1	2
0 letters	1 letter	2 letters

6. Upload CV.

0	1
No - request CV or reject application	yes

7. How do you see your participation in the NCSM Fellowship program supporting your leadership aspirations?

0	1	2	3
No response or unrelated response.	<p>Applicant does not provide a detailed response to address the question.</p> <p>Response is not related to a promotion or title (as opposed to personal or professional growth)</p>	<p>Applicant provides vague or generic response that addresses the question.</p> <p>Response is related to personal professional growth (as opposed to a promotion or title)</p>	<p>Applicant provides detailed response that addresses the question.</p> <p>Response is related to personal professional growth (as opposed to a promotion or title)</p>

8. Agree to the commitment statement:

NCSM Fellows will commit to the following:

- a half-day in-person leadership training workshop the day before the 2023 NCSM conference (Pre-conference session).
- five bi-monthly virtual group meetings (2 hours) with all Fellows and mentors
- five bi-monthly virtual meetings between the Fellow and their Mentor
- A half-day celebration in person at the following annual conference with Outgoing Fellows presenting 1 session on the experience and their next steps at the next annual conference(with the incoming fellows)
- NCSM Fellows will receive complimentary conference registration for two consecutive conferences: the year they are accepted and the following year. They will also receive all four of the Essential Action Series as resources for the fellowship experience.

0	1
No - request acceptance or reject application	yes

9. What systems and structures do you currently have that support your day-to-day work? Such as organizations, training, or resources.

0	1	2	3
No response or unrelated response.	<p>Applicant provides a response that somewhat addresses the question.</p> <p>Has access to resources specific to their leadership development.</p> <p>Response indicates a systemic or structural gap that the fellowship is not designed to support.</p>	<p>Applicant provides a response that partially addresses the question.</p> <p>Has access to support resources, but not specific to their leadership development.</p> <p>Response indicates a systemic or structural gap that the fellowship is designed to support.</p>	<p>Applicant provides detailed response that addresses the question.</p> <p>Does not have or has minimal access to leadership support.</p> <p>Response indicates a systemic or structural gap that the fellowship is designed to support.</p>

10. What barriers do you currently face in your pursuit of leadership development?

0	1	2	3
No response or unrelated response.	<p>Applicant provides a response that partially addresses the question.</p> <p>Response indicates barriers that may still exist in the context of the</p>	<p>Applicant provides a response that partially addresses the question.</p> <p>Response indicates barriers that do not exist in the context of the fellowship</p>	<p>Applicant provides detailed response that addresses the question.</p> <p>Response indicates barriers that do not exist in the context of the fellowship</p>

	fellowship and that participation in the fellowship will not address.	and that participation in the fellowship decreases or minimizes, but does not remove.	and that participation in the fellowship dismantles or removes.
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11. Please provide a brief description of your school/district demographics (for teachers and/or students):

- District/school total population **[short answer]**
- type (public, private, charter, etc.) **[short answer]**
- identifies as LGBTQIA+ **[short answer]**
- Other student or teacher groups **[short answer]**

n/a - seek diversity of population and school type

- % of free/reduced **[short answer]**
- % of students who identify as Hispanic, Latino, or of Latin Decent **[short answer]**
- % of students who identify as BIPOC **[short answer]**

0	1	2
Does not provide demographic information	Provides some demographic information, but description is incomplete	Complete - provides clear, detailed picture of demographics and demographics are more unique than 75% of applications

Knowledge Communities Grant requirement			
0	1	2	3
No identifiers in the top 25% of applicants.	Top 25% of applicants for 1 identifier.	Top 25% of applicants for 2 of the 3 identifiers.	Top 25% of applicants for all 3 identifiers.

12. Gender

n/a - seek gender diversity

13. Race and/or Ethnicity

n/a - seek racial and ethnic diversity
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Alignment to NCSM Organizational Learning Goal:

Organization Learning Goal	
0	2
Applicant does not identify as a Person of Color	Applicant identifies as a Person of Color

Notes to the Selection Committee

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