

UNIVERSITY OF ILLINOIS– SPRINGFIELD
EDL CANDIDATE INTERVIEW RUBRIC

SCORING				
THEME	0	1	2	3
COLLABORATION PROBLEM SOLVING BUILDING CAPACITY	Candidate’s responses do not reflect an ability to collaborate, problem-solve, and/or build capacity with others instructionally in an administrative role	Candidate’s responses indicate a limited level of experiences in making contributions to teaching and learning issues	Candidate’s responses indicate experience in or concrete examples of contributions demonstrating collaboration, problem-solving and/or building capacity with others	Candidate’s responses indicate many examples of leadership, consistent examples of contributions at the school or district level and support collaboration, problem-solving and building capacity with others
Teaching and Learning Issues Student Achievement	Candidate did not provide examples of their role in improving teaching and learning issues	Candidate provided an example that supported limited activities and/or contributions with the improvement of teaching and learning issues and student achievement	Candidate provided multiple examples supporting activities and/or contributions with the improvement of teaching and learning issues and student achievement	Candidate provided supporting evidence that demonstrates capacity building or improved achievement results at the school level
Candidate Viability	Based upon candidate’s responses and/or demeanor in the interview, he/she does not wish to become a superintendent	Based upon candidate’s responses and/or demeanor in the interview, it is not clear if they wish to become a superintendent	Based on the candidate’s responses and/or demeanor in the interview, with further growth and development, it appears likely he/she would be interested in the superintendency	Based on the candidate’s responses and/or demeanor in the interview, with further growth and development, it appears likely he/she would be a strong candidate for the superintendency