ELP Score Rubric 2018

**Leadership Commitment and Potential (Weight: 40%)**
Evaluate the candidate’s leadership experience, their personal commitment to leadership development, and overall potential as a future leader.

0: No demonstration of leadership experience or commitment to leadership development
1: Minimal demonstration of leadership skills, experience, or personal development
2: Leadership experience and development commensurate with career stage and setting
3: Has demonstrated leadership experience and development beyond what is expected for career stage and setting; high potential for transformative leadership
4: Has demonstrated exceptional leadership experience, commitment and growth for career stage and setting; outstanding potential for transformative leadership

**Personal Statement and Question Responses (Weight: 40%)**
Evaluate the candidate’s written responses. Look for evidence of insight into current strengths and weaknesses as a leader. Look for evidence of vision in terms of what the applicant hopes to achieve as a leader. The responses should demonstrate a significant degree of thought and should outline the applicant’s goals for participation in the program.

0: No real demonstration of insight, vision, or goals in the responses
1: Minimal insight, vision, or goals evident in the responses
2: Demonstrates a significant degree of insight and vision, with some reasonable goals
3: Demonstrates an exceptional degree of at least one of the following: insight, vision, or goals
4: Demonstrates outstanding insight and vision along with clear, impactful goals for participation

**Letter of Recommendation (Weight: 20%)**
Evaluate the strength of the letter of recommendation. Please consider the degree to which the author of the letter is familiar with the candidate and whether the letter truly provides insight into the unique character and qualities of the candidate, or whether it is simply a narrative version of the candidate’s CV.

0: Letter does not add any insight into the candidate’s character or qualifications
1: The author has minimal experience with the candidate or letter provides little additional insight
2: The author is familiar with the candidate and recommends the candidate
3: The author is familiar with the candidate and provides meaningful additional insight into the candidate’s qualifications
4: The author is familiar with the candidate and provides additional insight of outstanding character and qualifications specifically in regards to leadership