

RUBRIC FOR 2016-2017 OUTSTANDING CLASSIFIED EMPLOYEE SELECTION

	Weight (%)	1 = Very Weak	2 = Weak	3 = Average	4 = Strong	5 = Very Strong
Qualities that set employee apart from others	10	Unclear of qualities, unclear how qualities are different from others	Qualities that meet job description	Some mention of qualities that go beyond job description	Solid qualities that demonstrate the employee goes beyond job description	Multiple examples of unique qualities that are different from others, and goes beyond normal job description
Professional accomplishments	30	Unclear of accomplishments or how demonstrated	Some mention of accomplishments or how demonstrated	Solid evidence of accomplishments or how demonstrated	Examples of qualitative accomplishments or how demonstrated	Qualitative and quantitative accomplishments or how demonstrated
Professional expertise and initiative	35	Unclear of how professional expertise or initiative contribute to success	Some mention of professional expertise or initiative contributing to success	Clearly defined professional expertise or initiative contributing to success	Quantitative and/or qualitative example of professional expertise or initiative contributing to success	Qualitative and quantitative evidence of unique professional expertise or initiative contributing to success beyond job description
Significant contribution to school or Jordan School District	25	Contribution not stated or unclear how it impacts district/school/department	Some mention of contribution and how it impacts district/school/department	Solid examples of contribution and how it impacts district/school/department	Example of both quantitative and qualitative contribution and how it impacts district/school/department	Multiple examples of quantitative and qualitative contributions and how it impacts district/school/Department beyond job description