Kansas HOSA State Officer Candidate Scoring Rubrics

These scores will be used in consideration with the voting results from the membership to determine selection.

Candidate's Name: _____

Application Packet Section Score

Category	4	3	2	1
Completeness	Application 100% complete, no missing components	Application missing one section or component.	Application missing two sections or components.	Application missing three or more sections or components.
Leadership Experience	Served as local HOSA chapter officer/leader and/or leadership in other activities/organizations	Partial points may be awarded here	Limited leadership experience in HOSA but has held leadership positions in other organizations.	Minimal leadership experience.
Questionnaire Responses	Responses are grammatically error free and the student expresses themselves well.	Responses have a few grammatical errors, or the student has some lack of clarity in expression	Responses have several grammatical errors, or the student does not express themselves well.	Responses have many grammatical errors, and the student does not express themselves well.
Depth of responses in questionnaire	Detailed responses, used provided space appropriately	3	2	Limited details, 1-2 sentence responses
Qualifications for Office	Shows depth that prepares them to be an officer	Shows potential that prepares them to be an officer	Lacking experiences to prepare them to be an officer	Unclear response or unclear on their qualifications
Activities that influence candidacy	Student seems well-rounded but committed to HOSA	Student seems well-rounded but there are concerns about time for HOSA	Student is not well-rounded and/or seems to not have time for HOSA	Student does not have qualities that lend to candidacy

Total points for application packet = 24

Applicant score = _____ / 24

Interview Score

Items Evaluated	Points Possible High--------------Low	Comments	Points Awarded
Content of Responses			
Quality of Goals	5 4 3 2 1 0		
Response to Questions	5 4 3 2 1 0		
Impact of responses	5 4 3 2 1 0		
Organization of Responses			
Clear Focus and point of view	5 4 3 2 1 0		
Creativity	5 4 3 2 1 0		
Enthusiasm	5 4 3 2 1 0		
Delivery of Responses			
Voice (pitch, tempo, quality)	5 4 3 2 1 0		
Diction and pronunciation	5 4 3 2 1 0		
Grammar	5 4 3 2 1 0		

Total points for Interview = 45

Applicant score = _____ / 45

At Spring Leadership Conference, Candidates will give a maximum 2-minute speech to the attendees. Each chapter will have two voting delegates who will work with their chapter to determine their top six candidates. These will be tallied as a score based on the number of voting delegates, i.e. SLC 2023 had 43 registered chapters so there was a potential for 86 votes.

All three scores, the application packet, interview, and number of votes will be averaged together so all categories have equal weight. The top score will be named President, second will be Vice President, and then the next four scores will be the other selected officers for the year. Tiebreaker will be by the Official State Officer exam scores.