



## **Mentee Voice and Partnership (MVP)**

### **Program Application – Scoring Rubric**

This tool is intended to be used to score applications for the 2023 MVP program application only. Applications will be divided by region to be scored against each other. In other words, an applicant from the Omaha Metro region will only be scored against other applicants in that same region; an applicant from the North Central region will not be scored against an applicant in Iowa. This is to ensure accurate representation across all of TeamMates' communities.

### **Scoring Directions**

Each application can only be adjudicated based on the rubric provided. Consideration preference for grammar and spelling, education level, speaking skills, or demonstrated understanding of advanced topics is not applicable. This is to ensure the program is accepting applicants based on a dedicated interest of the future of the organization and not based on superficial, irrelevant selection criteria.

All scoring criteria apply to both written submissions and video submissions. At least two people will score each application – while selection committee size may vary by region, each applicant will be scored exactly the same against others in their respective regions. In other words, applicants in South Dakota may have three people judge their applications while applicants in Kansas might have four judges.

In the event of a tie both candidates will be selected. This program is not intended to be exclusionary, but it will be selective based on demonstrated passion, care, and excitement for the future of TeamMates. Goals and outcomes will be set by committees of the program, so a willingness to think about long-term impact is the basis of these questions.

Note: Judges are not to let current program abilities dictate scoring.

Question 1) *How have you been impacted because of your mentoring relationship?*

Scoring quick-look: To what level does the applicant demonstrate an understanding of the importance ripple effects have in mentoring? To what extent does the applicant demonstrate an understanding of how decisions and words affect others?

5 points	Messaging consistently revolves around ripple effects created in the applicant's life because of mentoring. Themes of social capital, cultural capital, and/or community pride are present at the highest level. The applicant identifies specific moments in their mentoring relationship that has affected their life past the relationship.
4 points	Messaging mostly revolves around the ripple effects created by mentoring at the surface level. The answer is creative and somewhat detail oriented. The applicant somewhat identifies specific moments in their mentoring relationship that has affected their life past the relationship.
3 points	Messaging demonstrates some knowledge around the ripple effects created by mentoring. The applicant does not identify specific moments in their mentoring relationship that has affected their life past the relationship.
2 points	Messaging does not demonstrate an understanding of ripple effects created by mentoring; however, community involvement is mentioned to some degree. The applicant does not identify specific moments in their mentoring relationship that has affected their life past the relationship.
1 point	Messaging has very little relation to ripple effects or community involvement. The applicant does not identify specific moments in their mentoring relationship that has affected their life past the relationship.
0 points	Applicant did not write/say a single complete sentence. The point trying to be made is completely incoherent.

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Question 2) What ideas do you have to improve TeamMates? Think as big or as little as you want.

Scoring quick-look: To what level does the applicant demonstrate a willingness and/or ability to generate suggestions and solutions? Is there positive intent with a critical lens (growth mindset)?

5 points	Messaging consistently revolves around creative thinking and problem-solving skills. Specific issues within the TeamMates model or programming are address with detailed explanations. Recommendations for solving mentioned issues are explicit and clear. All messaging is done through a growth-mindset lens.
4 points	Messaging mostly revolves around creative thinking and/or problem-solving skills. There is some detailed explanation into issues. Some recommendations for solving mentioned issues are clear. Most messaging is done through a growth-mindset lens.
3 points	Messaging somewhat revolves around creative thinking and/or problem-solving skills. There is little explanation into issues. Some recommendations for solving mentioned issues are present. Applicant may or may not be aware of growth-mindset messaging.
2 points	Messaging does not revolve around creative thinking and/or problem-solving skills. There is only mention of issues, no explanation. Recommendations for solving mentioned issues are not present. Applicant is probably not aware of growth-mindset messaging.
1 point	Messaging does not revolve around creative thinking and/or problem-solving skills. There is little mention of issues with no explanation. Recommendations for solving mentioned issues are not present. Applicant is definitely not aware of growth-mindset messaging.
0 points	Applicant did not write/say a single complete sentence. The point trying to be made is completely incoherent.

Note: Judges are not to let current program abilities dictate scoring.

3) *How do you positively impact your school/community right now? How do you hope to positively impact the world?*

Scoring quick-look: Is the applicant able and/or willing to set goals for themselves?

3 points	Messaging consistently demonstrates a detailed and clear pathway to achieving outlined goals. Applicant may or may not recognize the need for flexibility in achieving goals, however, they show a commitment to trying.
2 points	Messaging somewhat demonstrates a clear pathway to achieving outlined goals. Applicant may or may not recognize the need for flexibility in achieving goals, however, they show a commitment to trying.
1 point	Messaging does not demonstrate a clear pathway to achieving goals. Applicant does not recognize the need for flexibility in achieving goals. They may or may not show a commitment to trying.
0 points	There is no recognition of future goals. The point trying to be made is completely incoherent.

Note: Judges are not to let current program abilities dictate scoring.