



TEXAS ASSOCIATION OF FUTURE EDUCATORS COMPETITIVE EVENTS

GENERAL INFORMATION FOR ALL EVENTS

(Event specific information begins on page 4)

Failure to follow stated guidelines may result in disqualification of student competing.
For a complete list you can view the [TAFE Policies and Procedures](#).

All students wishing to compete in TAFE or Educators Rising events must complete the following:

- Be an active paid member of Educators Rising for the current school year. To join as a National Active level member, [click here](#) to create your account and then complete the online application and purchase process. Additionally - your chapter must have paid its TAFE State Dues for the current school year. **TAFE State dues must be paid in full by November 1st.**
- Register to attend your TAFE Area Conference or the TAFE Teach Tomorrow Summit. **Registration for the conference does not register your students for competitive events.**
- Sign up to compete in competitive events and submit all required materials by the stated deadline on the TAFE [Guidelines & Rubrics](#) page located on the [TAFE Website](#).

GENERAL RULES & REGULATIONS

NOTE: General rules and regulations apply to all competitive events and are in addition to each event's specific guidelines.

Eligibility

- Competitors must be a paid active-level student member of Educators Rising prior to competing at an Area or State Conference.
- Competitors can only compete in 3 events of which no more than 2 can be national events. ELF Test, Student of the Year, and Breakout Session do not count as part of the 3 events.
- For Educators Rising National Events, the Top 10 highest scoring entries in each level will be eligible to compete at the Educators Rising National Conference. In addition to being in the Top 10, students must have earned 70% of available points at Area to advance to State and 80% of available points at State to advance to Nationals.
 - *Students may only compete in one event at the Educators Rising National Conference.*

Competitive Event Entries

- All submitted materials must reflect original work from the 2024-2025 school year. Materials that may have been created or submitted in previous years are **ineligible**. All competitors must complete a [Statement of Originality](#) form for each event they are participating in.
- Each competitive event guideline will identify what materials are required for submission prior to the conference. Failure to submit required materials by the deadline will result in disqualification. Files should be uploaded using the competitor's **FORM ID found on the 2025 TTS Database**.
- All video files that are submitted in advance must be uploaded to [YouTube](#).
- For area conferences:
 - All competitors should have the video available offline on their computer or on a flash drive.
 - All presentations or presentation resources should be available for offline use. Internet access may not be available at all locations.



TEXAS ASSOCIATION OF FUTURE EDUCATORS
COMPETITIVE EVENTS

JOB INTERVIEW COMPETITION
\$100 Scholarship to Judge's Choice Winner

National Qualifying Competition

Competitors may only compete in one event at the national level.

Entries Per Chapter	2 entries, Varsity Only
Type of Event	Individual
State Competition	Yes
National Competition	Yes
National Education and Training Career Cluster Knowledge and Skill Statements	ESS02, ESS04, ESS09, EDC09
Principles of Education and Training TEKS	b4; 1A, C-J; 2B-E; 4A-C; 9A, B
Human Growth and Development TEKS	b4; 4F; 5F; 6F; 12 A-D; 13A
Instructional Practices in Education and Training TEKS	b4; 1A, C, E-J; 2B-E; 3A-D; 4A, B; 8A-C; 10A-D; 11B; 12A, B
Practicum in Education and Training TEKS	b4; 1A, C, E-J; 2A-C, E; 4A, B; 8A-C; 10A-D; 12B; 13A-C
Child Development TEKS 1 F, 6 G	b4; 1A, 2F
Child Guidance TEKS	b4; 1A-E; 6B, C
College and Career Readiness Skills	IA-1, 2, 4, 5; IVA-1, 2 B1, 2; VA1, 3: Cross-Disciplinary IA-1, IE-1, 2; IIB-1, 2, 3

NOTE: The members of the Competitive Events/Service Committee selected TEKS from the Education and Training Career Cluster and the Human Services Career Cluster (specifically child development and child guidance) that they thought were most applicable regardless of the specific project/topics selected for each event. However, depending on the specific project, other TEKS might also apply.



GENERAL RULES AND REGULATIONS – As of 8.19.2024

NOTE: General rules and regulations apply to all competitive events and are in addition to each event's specific guidelines. Guidelines are subject to change. Please refer to the EdRising Membership Portal for the latest version.

Failure to follow the stated guidelines will result in disqualification of student competing.

All students wishing to compete at the Educators Rising National Conference must complete 3 required steps:

1. **Be an Active level paid national member** of Educators Rising for the current school year. State-level membership must be paid, if applicable. [Click here to join.](#)
2. **Complete the online application** and upload all required materials in their final form by the stated deadline on the [National Competition page](#) located in the Student Resources section in the EdRising Membership Portal. **This is NOT done automatically if you competed at a state or regional conference.**
3. [Register to attend](#) the Educators Rising National Conference.

Eligibility

- Students must be a paid Active-level student member of Educators Rising no later than **February 1st** of the year in which they are competing. **Check or credit card payment must be received in the National Office by February 15th to be considered an Active-level member.**
- **Students may only compete in one competitive event.**
- **For contests:** Teacher leaders may enter up to two entries (individual or dual) per school in each event per division.
 - Dual means two students participating.
 - For dual entries consisting of students of varying grade levels, the entry will be placed in the division for the grade level of the most senior member.
- **For competitions:** Teacher leaders may enter up to two entries per school in each individual event per division and one team for team events per division. Competitions/contests that are marked as individual or dual will be considered individual events for this purpose.
 - All team events must have at least two students (and no more than four) per school to qualify.
 - For teams consisting of students of varying grade levels, the team will be placed in the division for the grade level of the most senior member.
- If a competitor is from a state that holds state competitions/contests, they must first qualify in that given event at their state conference before competing in that event at the Educators Rising National Conference. Contact your state/regional coordinator to see if your state offers competitive events. Visit our [state program page](#) on the Educators Rising national website to contact your state/regional coordinator.
- For states that offer state-level competitive events, the top ten places in each competition for each division offered by the state will be eligible to compete at the Educators Rising National Conference.
- For contests, you must compete in a state level event in order to be eligible to compete at the Educators Rising National Conference. Only entries scoring 97-100 will be eligible to advance to nationals. No other entrants from states that offer the competitive events at the state level will be eligible for those state-level-offered competitive events.
- For nationals, schools are permitted to replace up to fifty percent of the original team members who qualified at the state- level.
- For states that do not offer state-level competitive events, students may register to compete in those events at the Educators Rising National Conference. This applies to all Educators Rising national competitions. This does not apply to contests since you must qualify at state first before moving to nationals in any competition.

GENERAL COMPETITION INFORMATION CONT.

- For example, if you want to compete in Public Speaking but place eleventh or lower in your state-level Public Speaking competition or don't compete in the state-level competitions at all — you, cannot compete in Public Speaking at the National Conference this year. If you live in a state that didn't hold a Public Speaking state-level competition, you may register to compete in that event at the Educators Rising National Conference.
- Students who have won state-level competitive events must also submit their entries on the national website by the deadline to compete at the national conference. Your state does not do this for you.

Division of Competition

- The breakdown of grades noted below is used to designate levels for competition entries. Not all competitions are open to all divisions.
 - Middle School — Grades 7, 8
 - High School Junior Varsity— Grades 9, 10
 - High School Varsity level — Grades 11, 12
 - Collegiate level – Undergraduates only
- Teams consisting of students from varying grade levels will be placed in the division for the grade level of the most senior member.

Application and Submission

- All submitted materials must reflect original work from the 2024-2025 school year. Material that may have been created or submitted in previous years is ineligible.
- **To be scheduled to compete in a national competition, all competitor applications, national dues, and required materials must be submitted online by the deadline stated on the [National Competitions page](#) in the Student Resources Section of the EdRising Membership Portal. **Deadline extensions will NOT be granted.****
- **All competitions and contests require an online application submission even if no additional items need to be submitted.**
- For team competitions only one application should be submitted, all participating students are to be listed as team members in all places indicated on the application form.
- Each competition guideline will identify what materials are required for submission before the competition. Failure to submit the required materials by the submission deadline will result in disqualification. All submitted materials must be in their final form.

- All video files that are submitted in advance must be uploaded to either YouTube or Vimeo and be linked on the application form. Videos will not be accepted by mail. We recommend that all competitors also bring a copy of the video file on a USB drive to the conference. Educators Rising competitions comply with FERPA regarding student privacy and video security. Competitors are responsible for ensuring that their competition videos comply with local and state requirements regarding student privacy.
- Except when explicitly specified, the Internet may not be used during a competition presentation at the Educators Rising National Conference. All relevant files and resources should be brought to the competition site on a USB drive. All Prezi files should be downloaded to the USB drive. Internet access may not be available during the competition. Laptops and projectors will be provided. Students should bring their own pointing device if needed.

Conference Registration, Attendance, and Participation in Events

- **All competitors must attend the Educators Rising National Conference and plan to arrive no later than 11 am on the first day of the conference.** Conference dates and locations will be posted on the Educators Rising website and Membership Portal.
- Competitors must report to their assigned areas on time. Failure to report at their scheduled time can result in disqualification. ***Competition schedules will be posted in the [Educators Rising Membership Portal one month before the conference](#).*** Be sure to check these schedules before planning your travel. Competitors should plan to be available for competitions from opening day through the awards ceremony.
- Competitors are expected to dress in business-casual attire. (See the section Competition Dress Code for details on what is acceptable.) Points may be deducted from the entrant's score for failing to follow the dress code.
- Spectators are only permitted in the competitions marked "Open to Spectators." This includes parents, chaperones, teacher leaders, and other attendees. Spectators may not coach or offer any verbal or

GENERAL COMPETITION INFORMATION CONT.

nonverbal assistance to a competitor during that competitor's assigned time slot with the judges. A breach of this guideline may result in the disqualification of the competitor.

- Teacher Leaders, Chaperones, and Parents are prohibited from approaching judges to discuss scoring or feedback. All questions or concerns should be brought to the attention of a national office staff member.

Judging and Scoring

- All competitions will be recorded to allow for review when determining placement.
- Scoring is based on the posted individual competition rubric.
- Final scores will be based on a scaled score. Scaled scores are calculated through a number of methods including judges tie breakers and room normalizations.
- **Judges will break ties in all competitive events.**
- To accommodate a large number of competitors, we use multiple rooms each with its own set of judges. To ensure fairness across these rooms, we employ a well-established mathematical method to normalize scores. This method helps balance judge subjectivity and ensures all competitors have a fair shot, regardless of their assigned room.
 - In each competitive event, each competitor gets an average score from the judges. That score is averaged with the partner judge. If there is a deviation of more than one standard deviation between rooms, the two rooms are normed against one another to that deviation. Final scores used for ranking are the normalized (also known as scaled scores).
 - When normalizing scoring, perfect scores will be excluded from the normalization process. If more than one student in the same division in the same competition receives a perfect score, a second set of judges will review the recorded presentations for those students to make a final decision.

Awards

- For Competitions: Medals and certificates will be presented to the top three entries in each division for individual competitions. Trophies and certificates will be presented to the top three entries in each division for team competitions. All places will receive electronic certificates after the conference.

- For Contests: Ribbons will be awarded to students in each category in each division with scores as follows:
 - Blue-Scores 98-100
 - Red-Scores 94-97
 - White-Scores 90-93

Inquiry Process

- Following the conference, the student scores will be released directly to the participating student(s). The scores will provide individual judges' scores, the average score for the two judges, and the normalized score (if necessary.)
- Students will have 3 business days to file an inquiry regarding the validity of their score. Students will be required to complete the online inquiry request form and submit all required documentation for consideration. **No appeal will be accepted after the 3-day period.**
- Staff will review the scoring and respond to the inquiry within 30 days. **All decisions are final.**

Competition Dress Code

All competitors are expected to dress in business casual attire when competing. Refer to the guidelines below for a detailed explanation of what is and is not permissible as business casual.

- **Slacks, Pants, and Suit Pants**
Slacks that are similar to Dockers and other makers of cotton or synthetic material pants, wool pants, flannel pants, dressy capris, nice-looking dress synthetic pants and jeans without holes are acceptable. Inappropriate slacks or pants include jeans with holes, sweatpants, exercise pants, Bermuda shorts, short shorts, shorts, bib overalls, leggings, and any spandex or other form-fitting pants that people wear for biking.
- **Skirts, Dresses, and Skirted Suits**
Casual dresses and skirts, and skirts that are split at or below the knee are acceptable. Dress and skirt length should be at a length at which you can sit comfortably in public. Mini skirts, skorts, sun dresses, and spaghetti-strap dresses are inappropriate.
- **Shirts, Tops, Blouses, and Jackets**
Casual shirts, dress shirts, sweaters, tops, and polo shirts are acceptable. Educators Rising polo shirts are encouraged. Inappropriate attire includes tank tops; midriff tops; shirts with political messaging and/or potentially offensive, terms, logos, pictures, cartoons, or slogans; halter tops; tops with bare shoulders; sweatshirts, and t-shirts unless worn under another blouse, shirt, jacket, or dress.

GENERAL COMPETITION INFORMATION CONT.

- **Shoes and Footwear**

Conservative athletic or walking shoes, loafers, clogs, sneakers, boots, flats, dress heels, and leather deck-type shoes are acceptable. Flashy athletic shoes, thongs, flip-flops, and slippers are not acceptable.

- **Hats and Head Covering**

Hats are not appropriate inside the building. Head covers that are required for religious purposes or to honor cultural traditions are allowed.

Citations, References, and Copyrighted Material

- All ideas, text, images, and sound from other sources used for the competition must be cited in competition submissions.
- Competitors are strongly discouraged from using copyrighted material in their competition entries. If copyrighted material is used, written permission must be obtained to display and present media-related materials at the Educators Rising National Conference and post-media-related materials on the Educators Rising website. All permissions obtained to use copyrighted material must be included with the entry submission. (Note: This requirement applies to music used in videos, graphics taken from the internet, and other media-related materials. It does not apply to artifacts collected for a project.)
- Plagiarism is strictly prohibited in all documents submitted. Judges can disqualify students from competing if it is determined that any part of their documents have been plagiarized.

Use of AI

- Unless specifically stated in the guideline, the use of artificial intelligence (AI) software and programs is strictly prohibited in creating and preparing all materials submitted for Educators Rising competitions. This includes but is not limited to, documents, graphics, speeches, videos, and presentations. All submitted work must be the original and independent creation of the participant. Use of spelling and grammar check is allowed.
- Students competing will attest that they did not use any AI in the development and delivery of their competition. Students who are found in violation will be disqualified from the competition.

Electronic Devices

- Recording devices are not allowed in competitive events.
- All electronic devices—including but not limited to, cell phones, iPads/tablets, electronic readers, smart watches, etc.—must be turned off unless otherwise noted in specific event regulations.
- No electronic communication devices of any kind are permitted during competition.

Student Responsibilities for Competitions

- Students who participate in any Educators Rising competitive event are responsible for knowing all deadlines, updates, changes, and clarifications related to that event. Students and advisors must routinely check the EdRising Membership Portal for updated information.
- Entrants grant Educators Rising the right to use and publish the submission in print, online, or in any media without compensation.
- Entrants grant Educators Rising the right to post photos of students for promotional purposes on the Educators Rising website, Membership Portal, and social media sites.

DEADLINES AND CHECKLIST

Ready to compete at Nationals?

Here is a checklist to help you get prepared, registered, and on the official schedule for nationals!

SUBMISSIONS OPEN: **FEBRUARY 1, 2025 8:00 A.M.** EASTERN TIME

DEADLINE TO SUBMIT COMPETITION APPLICATIONS: **APRIL 7, 2025 5:00 P.M.** EASTERN TIME

DEADLINE FOR COMPETITORS TO REGISTER FOR CONFERENCE: **APRIL 7, 2025 5:00 P.M.** EASTERN TIME

- [Review the full national competition guidelines and rubric.](#) Check the Resources Section in the EdRising Membership Portal. *Some processes may be different from your state/regional conference.*
- Update your contact information in the EdRising Membership Portal for the summer.** It is recommended that students use a personal mail address where they can receive Educators Rising email communication. Confirmations and reminder emails will be sent to the email listed on the competition application. Often school emails do not allow for Educators Rising emails to be received.
- Step one:** [Go to the National Competition page in the EdRising Membership Portal.](#) **Step two:** Click on the title of the competition for which you are signing up to compete. **Step three:** Read the guidelines and rubrics. **Step four:** Click Apply, which will take you to the national competition online application platform. All competitors must submit the online competition application even if no additional documents need to be submitted. *This only registers you for the competitions, you will still need to register for the conference separately.*
- Complete the online application, upload any required documents/video links, and submit by the stated deadline.** Depending on your competition, some of these items are judged before the conference so make sure they are in their final form. Recommendation: Have someone proofread your documents before submitting them. Only competitors who register by the deadline will be scheduled to compete.
For competitions that have multiple students participating only one application should be submitted and all students need to be listed as team members in all places indicated on the application form.
- Print and save your confirmation email and application number.** You will need the application number when you register for the conference.
- Register as a competitor for the Educators Rising National Conference.** All national conference information, including how to register, can be found on the [Educators Rising National website](#).
- Find out when you are scheduled to compete onsite.** [Competition schedules](#) will be posted in the EdRising Membership Portal one month prior to the conference. Go to the Resources section to find the posted schedules. Be sure to check these schedules prior to planning your travel. Competitors should plan to be available for competitions from 1 PM (conference time zone) on opening day through the awards celebration on the afternoon of the last day.
- Practice, practice, practice!** The best way to prepare for your on-site competition is to practice in front of your peers. Recommendation: Reread the National Competition Guidelines and Rubric for your competition.
- Head to Nationals!** National placers will be announced at the National Conference Awards Celebration on the final day of the conference. Don't miss your chance to be recognized! Be sure that when you plan your transportation for the conference you can attend this final celebration.



JOB INTERVIEW COMPETITION

COMPETITION TYPE: Individual - Closed to spectators

ELIGIBILITY LEVELS: High School Junior Varsity, High School Varsity

EDUCATORS RISING STANDARDS:

- Standard I: Understanding the Profession
- Standard IV: Engaging in Responsive Planning
- Standard VII: Engaging in Reflective Practice

Contest Purpose

The Job Interview Competition is an opportunity for Educators Rising members to develop and practice their interview skills, as well as cover letter and résumé writing skills. In this competition, entrants apply for a position as a paraprofessional (a link to the position description can be found below). This includes submitting a cover letter explaining why the entrant is a good candidate for the position, as well as a résumé that details relevant work, volunteer work, and educational experiences.

Judges will review the cover letters and résumés and — just like any job application/interview process — candidates will be interviewed for a paraprofessional position. Interviews will take place on-site at the Educators Rising National Conference. The judges will act as the school district's hiring committee and will ask questions of the job candidates one at a time. The candidate who submits the strongest cover letter and résumé and performs the best in the interview will be honored as the winner at the Educators Rising National Conference. Since high school graduates are eligible to be employed as paraprofessionals in many districts, this competition offers an immediate opportunity for a real-world application of the work entailed in participation.

Competition Guidelines

- Entrants will apply for the following teaching assistant position: **Paraprofessional** (see job description included in this PDF)
- The cover letter must follow a standard cover letter format; review the information on this link (https://owl.purdue.edu/owl/job_search_writing/job_search_letters/cover_letters_1_quick_tips/index.html) to see expectations for formatting and content of a successful cover letter. Note: You do not need to already possess a high school diploma to participate in this competition but be sure to indicate in your materials when you expect to receive the diploma.
- The cover letter must be typed and in English. It should not exceed one page.
- The cover letter should complement, not duplicate, the entrant's résumé. The cover letter should explain the reasons for the entrant's interest in the position and school and identify his or her most relevant skills or experiences. The letter should express a high level of interest and knowledge about the position.
- The résumé may follow a standard résumé format; review the information on this link (https://owl.purdue.edu/owl/job_search_writing/resumes_and_vitas/resume_workshop/index.html) to see expectations for formatting and content of a standard résumé. However, students may use alternative résumé formats if they feel that will put them in the best possible position to obtain the job they are seeking. (Always remember your audience!)

- F. The résumé should be typed and in English. It should not exceed two pages.
- G. The résumé should include at least two references.
- H. All information in the cover letter and résumé must be truthful.
- I. The interview will last for approximately 15 minutes. All competitors will be asked similar interview questions by a panel of judges acting as the district's hiring committee.

**Some material in this document was edited and reproduced from <http://schools.nyc.gov/Careers/SubPara>.*



JOB INTERVIEW COMPETITION

POSITION: Paraprofessional

Application Deadline: April 21, 2025

Starting Date: Aug. 1, 2025

Please send application materials to:

Smithfield Independent School District
Attn: Melanie Jackson, Director of Human Resources
214 Arthur Avenue
Smithfield, USA 01776

JOB DESCRIPTION

Title: Paraprofessional

Qualifications:

1. Have a high school diploma or equivalent at the start of employment. (Note: You do not need to already possess a high school diploma to participate in this competition but be sure to indicate in your materials when you expect to receive the diploma.)
2. Proficiency in reading, writing, and speaking the English language.
3. Have authorization to work in the USA.
4. Have a clear record of service from prior employers, if any.

Smithfield Independent School District is seeking paraprofessionals for the coming school year. Paraprofessionals are teaching assistants who provide instructional services to students under the general supervision of a certified teacher. In New York City, most paraprofessionals work in special education and early childhood education settings. Full-time paraprofessionals receive a generous benefits package (healthcare, paid leave, pension, etc.) and may avail themselves of opportunities such as tuition assistance and paid release time for college study. According to [WeAreTeachers](#), the national average salary in 2024 for full-time paraprofessional educators is \$40,782.

Position Type: Part-time or Full-Time

Positions Available: 10

PERFORMANCE RESPONSIBILITIES

The role of the paraprofessional is to assist teachers with class work and/or assist with the daily care of students with emotional, cognitive, physical handicaps, autism, and other special needs. Their responsibilities may include, but are not limited to, the following tasks:

1. One-on-one or small group instruction as outlined by the teacher
2. Reinforcing behavior using positive behavior support
3. Teaching daily living skills such as independent feeding, dressing, toileting
4. Aiding occupational therapists, physical therapists, speech teachers, and adaptive physical education providers during instruction
5. Guiding and assisting students in small group instruction settings with class routines and in transitioning from one activity to the next
6. Teaching students, under the direction of the teacher in the following areas: recreation, motor, vocational, socialization, and communication utilizing the workshop model in Literacy and Mathematics
7. Assisting students with ambulation within the school premises and on class trips
8. Collecting data documenting student behavior for instructional purposes
9. Writing anecdotal information concerning student behavior
10. Providing language assistance for bilingual students



JOB INTERVIEW COMPETITION

LEVEL (HIGH SCHOOL JUNIOR VARSITY, HIGH SCHOOL VARSITY)

DETAILED SCORING RUBRIC

Judges should use this rubric as a guide to assigning points on the Feedback & Tally Sheet.

PRE-SCORED COMPONENTS

Cover Letter & Resumé

Points Available	10–9 Accomplished	8–6 Commendable	5–3 Developing	2–1 Needs Improvement
Cover Letter Clarity	Reflects professional caliber of organization and clarity in expressing interest in the position and providing evidence for the competitor’s qualifications.	Reflects commendable student-caliber organization and clarity in expressing interest in the position and providing evidence for the competitor’s qualifications.	Reflects developing organization and clarity in expressing interest in the position and providing evidence for the competitor’s qualifications.	Reflects the need for a significant redesign/rewriting for organization and clarity.
Cover Letter Strength	Reflects outstanding, professional-caliber credentials and accomplishments to make an overwhelming case for the competitor’s qualifications for the position. Expertly complements resumé without redundancy.	Reflects commendable credentials and accomplishments to make a commendable but not overwhelming case for the competitor’s qualifications for the position. Succeeds mostly in complementing resumé with minimal redundancy.	Reflects developing credentials and accomplishments that indicate steps in a positive direction but do not yet make a sufficient case for the competitor’s qualifications for the position. Reflects some redundancy with resumé which weakens impact.	Credentials and accomplishments need significant strengthening in order to make a sufficient case for the competitor’s qualifications for the position. Does not complement the resumé or reflects excessive redundancy with resumé which weakens the impact.
Cover Letter Mechanics	Reflects a professional-quality document. Contains no errors in mechanics (spelling, grammar, punctuation, formatting, capitalization).	Reflects a commendable, student-level document with 1 or 2 errors in mechanics (spelling, grammar, punctuation, formatting, capitalization).	Reflects a document in need of some proofreading and/or revision. Contains 3 or 4 errors in mechanics (spelling, grammar, punctuation, formatting, capitalization).	Reflects a document in need of a significant review. Contains more than 4 errors in mechanics (spelling, grammar, punctuation, formatting, capitalization).

Cover Letter & Resumé Cont.

Points Available	10–9 Accomplished	8–6 Commendable	5–3 Developing	2–1 Needs Improvement
Resumé Clarity	<p>Reflects professional-caliber of having all aspects organized and clearly understandable.</p> <p>All vital information is included and clearly marked.</p>	<p>Reflects commendable student caliber of having all aspects organized and understandable.</p> <p>All vital information is included and marked.</p>	<p>Reflects inconsistent organization and clarity in the document.</p> <p>Some vital information is missing or not clearly marked.</p>	<p>Reflects the need for a significant redesign/rewriting for organization and clarity.</p> <p>Irrelevant information may be present.</p>
Resumé Strength	<p>Reflects outstanding, professional-caliber credentials and accomplishments to make an overwhelming case for the competitor’s qualifications for the position.</p> <p>Expertly complements cover letter without being redundant.</p>	<p>Reflects commendable credentials and accomplishments to make a commendable but not overwhelming case for the competitor’s qualifications for the position.</p> <p>Succeeds mostly in complementing the cover letter with minimal redundancy.</p>	<p>Reflects developing credentials and accomplishments that indicate steps in a positive direction but do not yet make a sufficient case for the competitor’s qualifications for the position.</p> <p>Reflects some redundancy with the cover letter which weakens the impact.</p>	<p>Credentials and accomplishments need significant strengthening in order to make a sufficient case for the competitor’s qualifications for the position.</p> <p>Does not complement the cover letter or reflects excessive redundancy with the cover letter which weakens the impact.</p>
Resumé Mechanics	<p>Reflects a professional-caliber quality document.</p> <p>Contains no errors in mechanics (spelling, grammar, punctuation, formatting, capitalization).</p>	<p>Reflects a commendable, student-level document with 1 or 2 errors in mechanics (spelling, grammar, punctuation, formatting, capitalization).</p>	<p>Reflects a document in need of some proofreading and/or revision.</p> <p>Contains 3 or 4 errors in mechanics (spelling, grammar, punctuation, formatting, capitalization).</p>	<p>Reflects a document in need of a significant review.</p> <p>Contains more than 4 errors in mechanics (spelling, grammar, punctuation, formatting, capitalization).</p>

COMPONENTS SCORED ON-SITE
Interview

Points Available	15-13 Accomplished	12-9 Commendable	8-5 Developing	4-1 Needs Improvement
Understanding of Position	<p>Demonstrates deep knowledge and understanding of the job position and its duties/requirements.</p> <p>Creates a very compelling case for why he/she is an excellent fit for the position.</p>	<p>Demonstrates commendable knowledge and understanding of the job position.</p> <p>Offers some reasons that create a decent but not compelling case for why he/she is fit for the position.</p>	<p>Demonstrates some knowledge and understanding of the position.</p> <p>Creates a partial but ultimately not compelling case for why he/she is fit for the position.</p>	<p>Demonstrates minimal knowledge and understanding of the position.</p> <p>Does not create a compelling case for why he/she is fit for the position.</p>

Interview Cont.

Points Available	15-13 Accomplished	12-9 Commendable	8-5 Developing	4-1 Needs Improvement
Depth of Responses	Provides consistently specific, logical, comprehensive, on-topic responses to judges' questions. Frequently cites expertly chosen examples or evidence to effectively support positions.	Provides mostly specific, logical, comprehensive, on-topic responses to judges' questions. Cites some on-topic examples or evidence to effectively support positions.	Provides mostly inconsistent or superficial responses to judges' questions. Responses may lack specificity, logic, or direct correlation to the heart of the question. Cited limited on-topic examples or evidence to effectively support positions.	Provides minimal depth, specificity, logic, or direct correlation to the heart of the questions. Cited minimal on-topic examples or evidence to effectively support positions.
Professional Demeanor	Reflects professional-caliber body language, dress, speech, sincerity, and confidence.	Reflects commendable student-caliber body language, dress, speech, sincerity, and confidence.	Reflects developing an understanding of what is entailed in professional-caliber body language, dress, speech, sincerity, and confidence.	Reflects minimal understanding of what is entailed in professional-caliber body language, dress, speech, sincerity, and confidence.
Overall Impact & Persuasiveness	Reflects a highly qualified candidate who is well-prepared to excel in the position.	Reflects an employable candidate is prepared to try out his/her skills in the position.	Reflects a candidate not yet ready for the position but who is currently on the road to preparedness.	Reflects a candidate who needs significant skill-building and preparation before being ready to excel in the position.

Hired?

Points Available	30	0
Hired?	Based on the submitted material and interview, I would hire the competitor to be a paraprofessional educator in my own child's classroom.	Based on the submitted material and interview, I am not convinced the competitor is completely ready at this point to serve as a paraprofessional educator.



JOB INTERVIEW COMPETITION

LEVEL (HIGH SCHOOL JUNIOR VARSITY, HIGH SCHOOL VARSITY)

Student Name: _____

Student's School, City, State: _____

- Judges will use the Detailed Scoring Rubric as their guide to score students' competition entries.
- Points and feedback will be emailed to the student competitors no later than two weeks after the conference.

PRE-SCORED COMPONENTS

Cover Letter & Resumé

	Accomplished	Commendable	Developing	Needs Improvement	Score
Cover Letter Clarity	10-9	8-6	5-3	2-1	
Cover Letter Strength	10-9	8-6	5-3	2-1	
Cover Letter Mechanics	10-9	8-6	5-3	2-1	
Resumé Clarity	10-9	8-6	5-3	2-1	
Resumé Strength	10-9	8-6	5-3	2-1	
Resumé Mechanics	10-9	8-6	5-3	2-1	

COVER LETTER & RESUMÉ SCORE _____/60

COMPONENTS SCORED ON-SITE

Interview

	Accomplished	Commendable	Developing	Needs Improvement	Score
Understanding of Profession	15-13	12-9	8-5	4-1	
Depth of Responses	15-13	12-9	8-5	4-1	
Professional Demeanor	15-13	12-9	8-5	4-1	
Overall Impact & Persuasiveness	15-13	12-9	8-5	4-1	

Continued

Hired?

	Yes	No	Score
Hired?	30	0	

INTERVIEW ON-SITE SCORE _____/90

TOTAL SCORE _____/150

FEEDBACK FOR STUDENTS: Write two or more sentences.

