HIRING EXCEPTIONAL COMMUNITY COLLEGE PRESIDENTS





TOOL #6

SCORING SHEETS TO AGGREGATE REVIEWER ASSESSMENTS OF CANDIDATES

SCORING SHEET-SINGLE REVIEWER

Instructions: List the candidates by name. For each candidate, sum the scores for each of the 10 factors from the rubric, each having a score of 1-4 points, for a total of 40 possible points, in each of the candidate evaluation exercises. In the "Total Score" column, sum each candidate's scores from the prior columns. Finally, categorize the candidates according to position in the selection process in the "Designation" column.

Name of Reviewer

Candidate Names	Committed to Student Access and Success (4 pts.)	Takes Strategic Risks (4 pts.)	Builds Strong Teams (4 pts.)	Establishes Urgency (4 pts.)	Plans Lasting Internal Change (4 pts.)	Results- Oriented (4 pts.)	Commu- nicates Effectively (4 pts.)	Financial & Operational Ability (4 pts.)	Entrepre- neurial Fundraiser (4 pts.)	Develops Effective External Partnerships (4 pts.)	TOTAL SCORE (10-40 pts.)	Designation (Leader, Finalist, Acceptable, Unacceptable)

SCORING SHEETS TO AGGREGATE REVIEWER ASSESSMENTS OF CANDIDATES

(page 2 of 2)

AGGREGATE SCORING SHEET—ONE CANDIDATE, ALL REVIEWERS

Instructions: List one candidate's reviewers by name. List the scores from each reviewer for that candidate for each hiring criterion and in total. Use the relative scores to generate discussion of agreement and disagreement among the reviewers in order to arrive at a shared aggregate view of each candidate's level of qualification. Finally, categorize the candidates according to position in the selection process in the "Designation" column.

Name of Candidate			

Reviewer Names	Committed to Student Access and Success (4 pts.)	Takes Strategic Risks (4 pts.)	Builds Strong Teams (4 pts.)	Establishes Urgency (4 pts.)	Plans Lasting Internal Change (4 pts.)	Results- Oriented (4 pts.)	Commu- nicates Effectively (4 pts.)	Financial & Operational Ability (4 pts.)	Entrepre- neurial Fundraiser (4 pts.)	Develops Effective External Partnerships (4 pts.)	TOTAL SCORE (10-40 pts.)	Designation (Leader, Finalist, Acceptable, Unacceptable)

