Participant Application Scoring Rubric

AFB Blind Leaders Development Program

Below is a table containing the participant application questions and how responses will be scored by the [Blind Leaders Development Program Advisory Panel](https://www.afb.org/research-and-initiatives/employment/blind-leaders-development-program/advisory-panel-blind-1). Scored responses are also mapped to one or more of the three selection criteria described on the [How to Participate](https://www.afb.org/research-and-initiatives/employment/blind-leaders-development-program/participate-blind-leaders) web page.

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| # | Question | Selection Criteria | Points | Scoring Instructions |
| 1 | Contact Information | None | 0 | None |
| 2 | Date of birth | None | 0 | None |
| 3 | Gender | None | 0 | None |
| 4 | Race/Ethnicity | None | 0 | None |
| 5 | What is the highest degree you have earned? | None | 0 | None |
| 6 | I am currently (select all that apply): | Leadership potential during and after the program | 6 | Full time employee (+4)Part-time employee (+3)Full-time student (+2)Part-time student (+1)Other (+4 if consultant or business owner)None of the above (+0) |
| 7 | I work (or, if not employed, would like to work) in the following sector: | None | 0 | None |
| 8 | Please list any personal and professional organizations, agencies or groups in which you are actively involved. | Leadership potential during and after the program | 8 | Special interest or local community involvement (+1)City or state government involvement (+2)Blindness community involvement (+2)Professional organization involvement (+3) |
| 9 | I would rate my familiarity with mainstream office software, such as word processing, spreadsheets and presentation applications, as: | Potential and commitment to be a productive participant | 1 | No familiarity (+0)Low familiarity (+0)Medium familiarity (+1)High familiarity (+1) |
| 10 | What access technology do you use with the computer? | None | 0 | None |
| 11 | I would rate my skill-level with this access technology as: | Potential and commitment to be a productive participant | 1 | Novice (+0)Low-intermediate (+0)Mid to high-intermediate (+1)Advanced and beyond (+1) |
| 12 | Do you read braille? | Openness to new ideas and willingness to learn | 1 | Yes (+1)No (+0) |
| 13 | Why do you want to participate in this program? How do you think you will use what you learn? | Leadership potential during and after the program | 3 | The applicant does not answer the question, describe the reason for applying to participate in the program, or how the applicant could benefit from doing so. (+0)The applicant describes how the applicant could personally benefit from participating in the program. (+1)The applicant describes how the applicant will personally benefit from participating in the program and how developing leadership skills will increase the applicant’s effectiveness at work and in the community. (+2)The applicant describes how the applicant will personally benefit from participating in the program, how developing leadership skills will increase the applicant’s effectiveness at work and in the community. The applicant recognizes a need to put these skills into practice, benefiting those whom the applicant leads. (+3) |
| 13 | Quality of writing in response to question #13 | Potential and commitment to be a productive participant | 3 | The applicant’s written communications skills are poor. The applicant’s responses are incomplete and unclear, and contain five or more instances of misspellings, incorrect use of grammar and word choice. (+0)The applicants written communication skills are low. The applicant’s response is somewhat clear and complete, and contains three to four instances of misspellings, incorrect use of grammar and word choice. (+1)The applicants written communication skills are moderate. The applicant’s response is clear and complete, but contains two or more instances of misspellings, incorrect use of grammar and/or word choice. (+2)The applicants written communication skills are strong. The applicant’s response is clear and complete and contains only one (if any) instance of misspellings, incorrect use of grammar and/or word choice. (+3) |
| 14 | Describe an experience in which your opinion was challenged and how you reacted to the differing perspective(s)? | Openness to new ideas and willingness to learn | 3 | The applicant does not describe an experience where the applicant’s views were challenged (+0)The applicant describes an experience where the applicant’s views were challenged but does not make a connection to a new idea or way of thinking. (+1)The applicant describes an experience where the applicant’s views were challenged and how the applicant’s opinion changed to align with someone else’s viewpoint. (+2)The applicant describes an experience where the applicant’s views were challenged and how the differing opinions were incorporated into a better or clearer understanding of reality. The applicant demonstrates an ability to synthesize multiple viewpoints. (+3) |
| 14 | Quality of writing in response to question #14 | Potential and commitment to be a productive participant | 3 | The applicant’s written communications skills are poor. The applicant’s responses are incomplete and unclear, and contain five or more instances of misspellings, incorrect use of grammar and word choice. (+0)The applicants written communication skills are low. The applicant’s response is somewhat clear and complete, and contains three to four instances of misspellings, incorrect use of grammar and word choice. (+1)The applicants written communication skills are moderate. The applicant’s response is clear and complete, but contains two or more instances of misspellings, incorrect use of grammar and/or word choice. (+2)The applicants written communication skills are strong. The applicant’s response is clear and complete and contains only one (if any) instance of misspellings, incorrect use of grammar and/or word choice. (+3) |
| 15 | What unique quality or perspective would you bring to this program? How do you think this can enrich the experience for your fellow participants? | Openness to new ideas and willingness to learn | 3 | The applicant does not answer the question or describe a unique quality or perspective which the applicant would bring to the program. (+0)The applicant describes a unique quality or perspective the applicant would bring to the program but does not demonstrate how it might enrich the experience for the other participants. (+1)The applicant describes at least one unique quality or perspective he or she would bring to the program and demonstrates how this will enrich the experience for the other participants. (+2)The applicant describes more than one unique quality or perspective the applicant would bring to the program and demonstrates how they will enrich the experience for the other participants. (+3) |
| 15 | Quality of writing in response to question #15 | Potential and commitment to be a productive participant | 3 | The applicant’s written communications skills are poor. The applicant’s responses are incomplete and unclear, and contain five or more instances of misspellings, incorrect use of grammar and word choice. (+0)The applicants written communication skills are low. The applicant’s response is somewhat clear and complete, and contains three to four instances of misspellings, incorrect use of grammar and word choice. (+1)The applicants written communication skills are moderate. The applicant’s response is clear and complete, but contains two or more instances of misspellings, incorrect use of grammar and/or word choice. (+2)The applicants written communication skills are strong. The applicant’s response is clear and complete and contains only one (if any) instance of misspellings, incorrect use of grammar and/or word choice. (+3) |
| 16 | (Optional) Is there anything else we should know about you? | None | 0 | None |
| 17 | Please upload your resume | Leadership potential during and after the program | 2 | The applicant has some level of responsibility or leadership (+1)The applicant has participated in another development program. For example, educational or professional development, etc. (+1) |
| 18 | Please upload a professional letter of recommendation (for example, from a colleague or supervisor) | Leadership potential during and after the program | 2 | The applicant has some level of responsibility or leadership (+1)The applicant has participated in another development program. For example, educational or professional development, etc. (+1) |
| 18 | Please upload a professional letter of recommendation (for example, from a colleague or supervisor) | Openness to new ideas and willingness to learn  | 1 | The applicant’s quality of openness to new ideas, willingness to learn, and/or the applicant’s unique perspective is mentioned (+1) |
| 18 | Please upload a professional letter of recommendation (for example, from a colleague or supervisor) | Potential and commitment to be a productive participant | 3 | The applicant’s ability to be a productive participant is not mentioned. (+0)The applicant’s ability to be a productive participant is mentioned but without concrete examples to back up the claim. (+1)The applicant’s ability to be a productive participant is mentioned with one concrete example to back up the claim. (+2)The applicant’s ability to be a productive participant is mentioned with more than one concrete example to back up the claim. (+3) |
| 19 | If selected to participate in this program, I agree to the commitments described above. (see [How to Participate](https://www.afb.org/research-and-initiatives/employment/blind-leaders-development-program/participate-blind-leaders) page for this list) | Potential and commitment to be a productive participant | 0 | The applicant must indicate a positive response to be considered for the program |

**43 total points possible**

*21 for leadership potential during and after the program*

*8 for openness to new ideas and willingness to learn*

*14 for Potential and commitment to be a productive participant*