**Who do I hire?**

**Candidate Justification Rubric**

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| **Category** | **Exemplary**  **Points Possible**  **\_\_\_\_\_** | **Above Average**  **Points Possible**  **\_\_\_\_\_** | **Average**  **Points Possible**  **\_\_\_\_\_** | **Below Average**  **Points Possible**  **\_\_\_\_\_** |
| **Purpose** | Clearly developed focus maintained throughout | Established focus but not maintained throughout | Focus is confusing | Focus is missing or difficult to identify |
| **Organization** | Effective paragraph structure, logical and appropriate sequence | Mostly effective paragraph structure, few lapses in sequence | Inconsistence organization which reduces effectiveness of writing | Poor organization, lacks direction |
| **Grammar and Mechanics** | No misspelling or grammar errors | No more than 2 combined errors | No more than 4 combined errors | More than 5 spelling and grammar errors combined |
| **Word Choice** | Precise and carefully chosen for audience | Descriptive, broad range of word choice | Language is functional and appropriate | Limited word choice, misuse of words |
| **Supporting Evidence** | Includes several reasons as justification for hire | Includes some reasons for justification for hire | Includes few reasons for justification for hire | Provides no evidence to justification for hire |