



Student Firefighter Candidate Ranking Rubric

Candidate Name: _____ Evaluator: _____ Date: _____

Dimension	Superior (5 points)	Good (4 points)	Neutral (3 points)	Subpar (2 points)	Inferior (1 points)	SCORE
Application materials	Complete, organized, purposeful, professional, thorough but not excessive, relevant to the position.	Meets and sometimes exceeds minimum requirements, nice appearance, some minor detractors.	Meets minimum requirements; average appearance, not tailored to the program, minor omissions.	Mostly complete, lacking some components, several omissions, inconsistent formatting.	Missing numerous components, not relevant to the position, excessive missing information, unsatisfactory appearance.	
Quality						
Reference Letters/Support	Three or more letters of recommendation/endorsement tailored to the program and demonstrating strong support from credible sources, showing diverse appeal and strong relevance to the position.	Two or more letters of recommendation/endorsement demonstrating strong support from a cross-section of sources relevant to the position.	One letter of recommendation/endorsement showing support for the candidate, with some overlapping sources or not tailored to the program.			
Leadership	Holds or has held numerous leadership positions in sports, work, school, scouting, community, church, military, etc.	Holds or has held several leadership positions or has led projects or initiatives in school, community, or extracurricular activities.	Has held one or two leadership positions or has evidence of strong teamwork in sports or other extracurricular activities.	Has minimal or no leadership experience but has evidence of team activities.	Has no real leadership experience and minimal team experience.	
Experience						
Employment history	Has significant work experience for their age, demonstrating significant responsibility and reliability.	Has held two or more summer or part-time jobs, demonstrating moderate responsibility and reliability.	Has held one or more summer or part-time jobs demonstrating basic reliability and responsibility.	Has not held a job but has demonstrated responsibility and reliability in an un-paid internships or other settings	Has not held a job but has some evidence of responsibility or reliability	
Fire/EMS	Has two or more years of experience as an employee, volunteer, explorer, or cadet	Has one year of experience as an employee, volunteer, explorer, cadet, or academy student	Has six months of experience as an employee, volunteer, explorer, cadet, or academy student	Has some experience as an employee, volunteer, explorer, cadet, or academy student	Has minimal experience as a volunteer, explorer, cadet, or academy student	
Certifications Fire/EMT	Holds three or more current certifications (i.e., ICS, CPR, EMT, etc.) and has attached copies	Holds two current certifications (i.e., ICS, CPR, EMT, etc.) and has attached copies	Holds one current certification (i.e., ICS, CPR, EMT, etc.) and has attached copies			
High School	GPA 3.5	GPA 3.0	GPA 2.5	GPA 2.0		
Prior college/AP	Has AA, AS, or AAS degree or higher, min. GPA 2.0	Has completed two or more college or AP high school courses, min. GPA 2.0	Has completed one college or AP high school course, min. GPA 2.0			



Extracurricular						
Athletics	Has competed in numerous team sports over two or more years.	Has competed in at least one team sport for two or more years	Has competed in a team sport in at least one season.	Has competed in two or more individual activities for at least one season.	Has participated in an individual activity for at least one season	
Arts & scholastic (music, drama, academic clubs, etc.)	Has participated in numerous activities for two or more years.	Has participated in at least one activity for two or more years.	Has participated in at least one activity for one year.	Has taken two or more semesters of arts or foreign language.	Has taken one semester of arts or foreign language.	
Scouting and scout-like organizations (i.e., ROTC, JROTC, Navigators)	Has achieved top rank (e.g., Eagle Scout) or numerous continuous years of escalating achievement and responsibility.	Has completed two continuous years of escalating achievement and responsibility.	Has completed one year with evidence of achievement and responsibility.	Has completed one year.	Has participated for less than one year.	
Community service/ volunteering	Has numerous volunteer and multi-faceted community service experiences.	Has significant volunteer experience and two or more community service experiences.	Has some volunteer or community service experiences.	Has volunteered or has at least one community service experience.		
Military service	Has active duty experience.	Has Guard or Reserve experience.				
TOTAL						
Notes:						