

Phoenix Zoo Trailblazers Youth Advisory Council

Application Scoring Rubric

Fall 2023

	Exemplary 3	Proficient 2	Developing 1
Leadership potential	The applicant appears to be a strong leader or has great potential to be a strong leader	The applicant appears to be a moderately strong leader or has some potential to be a strong leader	The applicant does not appear to have the potential to be a strong leader
Ability to work with others	The applicant appears to have a strong ability and interest in working with others	The applicant appears to have a moderate ability and interest in working with others	The applicant does not appear interested in working with others
Ability to adapt and resolve problems or challenges	The applicant appears to have a strong ability to adapt and resolve problems or challenges in a positive manner	The applicant appears to have a moderate ability to adapt and resolve problems or challenges in a positive manner	The applicant does not appear to have the ability to adapt and/or resolve problems or challenges in a positive manner
Passion and interest	The applicant appears to have a strong passion and interest in animal stewardship and conservation	The applicant appears to have a moderate passion and/or interest in animal stewardship and conservation	The applicant does not appear to be passionate or interested in animal stewardship and conservation
Reference	Strong reference from a credible source that provided compelling evidence of the applicant's qualities, achievements, and potential for success.	Moderately strong reference from a credible source that provided some positive evidence of the applicant's qualities, achievements, and potential for success.	Reference was either from an unsatisfactory source and/or did not provide evidence of the applicant's qualities, achievements, and potential for success.
Alignment between the applicant's self-evaluation and their reference's evaluation	There is a strong alignment between how the applicant evaluated themselves and how their reference evaluated them.	There is some misalignment between how the applicant evaluated themselves and how their reference evaluated them, specifically with the reference evaluating the applicant lower.	There is substantial misalignment between how the application evaluated themselves and how their reference evaluated them, specifically with the reference evaluating the applicant lower.