



Rubric for Evaluating Steering Committee Leadership Track (2028 Program Chair) Nominees

Domain/Questions	Not Developed (1)	Emerging (2)	Competent (3)	Advanced (4)	Mastery (5)
Vision <i>What is your vision for AADPRT? What are your key priorities and goals?</i>	No clear vision or priorities; response is unfocused or difficult to follow.	Vague or incomplete vision; priorities are unclear or lack connection to AADPRT.	General vision with some priorities but limited detail or connection to AADPRT's broader mission.	Strong, thoughtful vision with several clear priorities and alignment with AADPRT's goals.	Clear, compelling, and forward-thinking vision that aligns with AADPRT's mission and history & identifies specific priorities relevant to current challenges.
Motivation <i>Why do you want to be the Program Chair elect & in AADPRT leadership?</i>	No meaningful motivation for leadership.	Superficial or inconsistent motivation with limited reflection.	Good reasons for interest but lacks depth or alignment with organizational goals.	Clear personal motivation with some connection to AADPRT's needs.	Offers a coherent, authentic rationale, demonstrating understanding of the role's purpose and AADPRT's goals.
Service <i>Describe your contributions to AADPRT and their impact.</i>	No substantial contributions or engagement with AADPRT.	Minimal or unclear contributions.	Describes some contributions with moderate impact or limited reflection on outcomes.	Identifies several meaningful contributions with observable outcomes or influence.	Identifies multiple, significant and impactful contributions; demonstrates growth through involvement.
Leadership: Vision <i>Share an example of how you lead.</i>	Capacity to establish vision, align priorities with vision, facilitate decision making, address conflict, and communicate				
Leadership: Execution <i>Same question as "leadership: vision"</i>	Capacity for meeting deadlines, communicating clearly, responding to emails in timely manner, attending to details, optimizing processes				
Bandwidth <i>How are you going to manage the workload with your current day position?</i>	No awareness of the role's demands	Minimal awareness; relies on optimism over planning.	Expresses general confidence in managing responsibilities but lacks a clear plan.	Acknowledges the demands of the role and offers a reasonable approach to balancing commitments.	Shows a realistic and detailed plan for managing the roles alongside current responsibilities; demonstrates awareness of workload demands.
Equity <i>How will you advance equity?</i>	Unable to articulate how they would recognize, promote, or support equity in AADPRT; shows little to no awareness of equity-related issues.	Offers limited or vague statements about equity; may focus on generic ideas without addressing systemic barriers or inclusion.	Identifies one or two concrete ways they would advance equity (e.g., valuing diverse voices, participating in inclusive practices) in AADPRT.	Describes several actionable strategies for advancing equity within AADPRT that aligns with recent efforts by AADPRT.	Demonstrates longstanding commitment, articulates a comprehensive approach with thoughtful connection to recent developments nationally and in AADPRT.