

SCE- STV – Interview Rubric for Vocational Nursing Program

Applicant Name: \_\_\_\_\_

Cohort #: \_\_\_\_\_

Date: \_\_\_\_\_

Criteria	• Excellent (3 points)	• Good (2 points)	• Fair (1 points)	• Poor (0 point)	Comments	Points
<b>Communication Skills</b>	<ul style="list-style-type: none"> <li>• They communicate clearly, confidently, and effectively, using appropriate vocabulary and terminology.</li> <li>• They actively listen and respond thoughtfully to questions, demonstrating comprehension and articulation.</li> <li>• Nonverbal cues, such as eye contact and body language, enhance communication.</li> </ul>	<ul style="list-style-type: none"> <li>• They generally communicate clearly and effectively, using appropriate vocabulary and terminology.</li> <li>• They actively listen and provide relevant responses to questions, demonstrating adequate comprehension and articulation.</li> <li>• Nonverbal cues, such as eye contact and body language, are generally positive.</li> </ul>	<ul style="list-style-type: none"> <li>• They communicate with some clarity and effectiveness, although occasional difficulties may arise.</li> <li>• They try to listen and respond to questions but may struggle with comprehension or articulation at times.</li> <li>• Nonverbal cues, such as eye contact and body language, may be inconsistent.</li> </ul>	<ul style="list-style-type: none"> <li>• They struggle to communicate clearly and effectively, often using inappropriate vocabulary or terminology.</li> <li>• They have difficulty listening and responding to questions, showing limited comprehension and articulation.</li> <li>• Nonverbal cues, such as eye contact and body language, are consistently lacking or inappropriate.</li> </ul>		___ /3
<b>Knowledge of Nursing</b>	<ul style="list-style-type: none"> <li>• They can articulate the role and responsibilities of a vocational nurse, as well as key concepts related to patient care, medical terminology, and infection control.</li> <li>• They demonstrate knowledge of nursing ethics and the importance of teamwork and collaboration in healthcare settings.</li> </ul>	<ul style="list-style-type: none"> <li>• They can explain the role and responsibilities of a vocational nurse, along with key concepts in patient care, medical terminology, and infection control.</li> <li>• They exhibit awareness of nursing ethics and the significance of teamwork and collaboration in healthcare settings.</li> </ul>	<ul style="list-style-type: none"> <li>• They provide some explanation of the role and responsibilities of a vocational nurse, but there may be gaps in their knowledge of key concepts in patient care, medical terminology, and infection control.</li> <li>• They have limited awareness of nursing ethics and the importance of teamwork and collaboration in healthcare settings.</li> </ul>	<ul style="list-style-type: none"> <li>• They struggle to explain the role and responsibilities of a vocational nurse, and their knowledge of key concepts in patient care, medical terminology, and infection control is significantly deficient.</li> <li>• They have minimal awareness of nursing ethics and the importance of teamwork and collaboration in healthcare settings.</li> </ul>		___ /3

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Criteria	Excellent (3 points)	Good (2 points)	Fair (1 points)	Poor (0 point)	Comments	Points
<b>Critical Thinking</b>	<ul style="list-style-type: none"> <li>They can analyze complex situations, identify problems, and propose appropriate solutions.</li> <li>They exhibit logical reasoning, evidence-based decision-making, and the ability to prioritize patient care.</li> <li>They ask insightful questions and provide well-reasoned explanations for their answers.</li> </ul>	<ul style="list-style-type: none"> <li>They can analyze situations, identify problems, and suggest suitable solutions.</li> <li>They employ logical reasoning, evidence-based decision-making, and the ability to prioritize patient care.</li> <li>They ask relevant questions and provide reasonable explanations for their answers.</li> </ul>	<ul style="list-style-type: none"> <li>They attempt to analyze situations, identify problems, and propose solutions, although their approach may lack depth or accuracy.</li> <li>Their reasoning and decision-making may be inconsistent or lack clear evidence-based thinking.</li> <li>They ask some questions but may struggle to provide complete or well-reasoned explanations.</li> </ul>	<ul style="list-style-type: none"> <li>They struggle to analyze situations, identify problems, or propose appropriate solutions.</li> <li>Their reasoning and decision-making are flawed or illogical.</li> <li>They ask few or irrelevant questions and provide inadequate explanations for their answers</li> </ul>		___ /3
<b>Professionalism</b>	<ul style="list-style-type: none"> <li>They present themselves in a polished and confident manner, maintaining a professional demeanor and appearance.</li> <li>They exhibit respect, empathy, and cultural sensitivity towards diverse populations.</li> <li>They demonstrate an understanding of ethical standards, confidentiality, and professionalism in healthcare settings.</li> </ul>	<ul style="list-style-type: none"> <li>They present themselves professionally, maintaining a respectful demeanor and appropriate appearance.</li> <li>They exhibit some level of empathy, cultural sensitivity, and respect towards diverse populations.</li> <li>They show some understanding of ethical standards, confidentiality, and professionalism in healthcare settings.</li> </ul>	<ul style="list-style-type: none"> <li>They may have minor lapses in their demeanor or appearance, but overall, they maintain a respectful attitude.</li> <li>They demonstrate limited empathy, cultural sensitivity, and respect towards diverse populations.</li> <li>Their understanding of ethical standards, confidentiality, and professionalism in healthcare settings is rudimentary.</li> </ul>	<ul style="list-style-type: none"> <li>They present themselves in an unprofessional manner, with a disrespectful demeanor or inappropriate appearance.</li> <li>They exhibit little empathy, cultural sensitivity, or respect towards diverse populations.</li> <li>Their understanding of ethical standards, confidentiality, and professionalism in healthcare settings is inadequate or absent.</li> </ul>		___ /3

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Criteria	<ul style="list-style-type: none"> <li>Excellent (3 points)</li> </ul>	<ul style="list-style-type: none"> <li>Good (2 points)</li> </ul>	<ul style="list-style-type: none"> <li>Fair (1 points)</li> </ul>	<ul style="list-style-type: none"> <li>Poor (0 point)</li> </ul>	Comments	Points
<b>Overall Fit and Commitment</b>	<ul style="list-style-type: none"> <li>The applicant gives a clear and concise explanation of how the program aligns with their career goals and shares their intent to work as a vocational nurse.</li> <li>The applicant presents a defined description of the steps taken to prepare for the demands of a vocational nursing program and a detailed commitment to this career path.</li> </ul>	<ul style="list-style-type: none"> <li>The applicant gives a good explanation of how the program aligns their career goals and shares their intent to work as a vocational nurse.</li> <li>The applicant presents a good description of the steps taken to prepare for the demands of a vocational nursing program and a detailed commitment to this career path.</li> </ul>	<ul style="list-style-type: none"> <li>The applicant gives a fair explanation of how the program aligns with their career goals.</li> <li>The applicant presents a fair description of the steps taken to prepare for the demands of a vocational nursing program.</li> </ul>	<ul style="list-style-type: none"> <li>The applicant’s explanation lacks a clear and concise explanation of how the program aligns with their career goals and their intent for working as a vocational nurse.</li> <li>The applicant presents no direction on the steps taken to prepare for the demands of a vocational nursing program and a commitment to this career path.</li> </ul>		____ /3
<b>Name of interviewer:</b> _____					<b>Total Points:</b> _____ / 15	