

New Hampshire – Vermont Schweitzer Fellows Program
2023 Schweitzer Application Rubric

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PROBLEM				
1. Problem Comprehension	Unable to define the social problem they are trying to solve.	Defines the social problem, but does not identify its root causes. Assertions are supported with limited data and evidence.	Defines the social problem and its ecosystem along with the potential root causes. Assertions are supported by compelling data and evidence.	Precisely defines a social problem, its ecosystem, and root causes. Assertions are enhanced by the strategic use of significant data and evidence from primary and/or secondary sources.
2. Problem Significance	Does not demonstrate that this is a problem to the community described.	Somewhat demonstrates that this is a problem to <i>the community described</i> using limited evidence.	Demonstrates that this is a problem to <i>the community described</i> using compelling evidence.	Demonstrates that this is a problem of significance to <i>the community described</i> , enhanced by the strategic use of data and evidence from primary and/or secondary sources.
PERSON				
3. Proximity	Does not articulate why they specifically are addressing this social problem.	Conveys interest in addressing this social problem, but has not spent time with the affected community.	Presents a strong reason for addressing this social problem and has developed a relationship with the affected community that will contribute to advancing their work.	Presents a compelling reason for addressing this social problem, has a long-standing relationship with the affected community, and conveys how these relationships contribute to advancing their work.

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4. Learning Orientation	Does not demonstrate commitment to learning.	Demonstrates some commitment to learning and improvement by proactively seeking input that informs their approach in addressing this social problem.	Demonstrates commitment to learning and improvement by seeking input and applying insights to improve effectiveness in addressing this social problem.	Demonstrates commitment to continuous learning and improvement by proactively evaluating one's efforts, seeking input, and applying insights to improve effectiveness in addressing this social problem.
5. Positioning	Has no skills or experiences needed to address the social problem.	Has very few of the skills and experiences needed to address the social problem, and/or a limited track record of taking action to advance progress on this social problem. Ability to launch and/or lead the proposed effort is unclear.	Has several of the skills and experiences needed to address the social problem, and a track record of taking action to advance progress on this social problem. Demonstrates ability to launch and/or lead the proposed effort.	Has mastery of the skills or extensive experience needed to address the social problem, and an extensive track record of taking action to advance progress on this problem. Compellingly demonstrates their ability to launch and lead the proposed effort.
PATHWAY				
7. Plan for Social Impact	Unable to articulate how proposed effort will address the specific social problem applicant is trying to solve.	Somewhat articulates how proposed effort will address the specific social problem they are trying to solve. There is little logic in how the key activities will drive social impact or evidence to support their claims.	Clearly articulates how proposed effort will address the specific social problem they are trying to solve and result in social change. There is logic in how the key activities will drive social impact.	Compellingly articulates how proposed effort will address the specific social problem they are trying to solve and result in systemic change. There is strong logic and specific details in how the key activities will drive social impact, with evidence to support their claims.

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8. Plan for Action	Unable to articulate key goals for the year and planned activities to advance effort. Any plans mentioned are unclear and illogical.	Somewhat articulates key goals for the year and planned activities to advance effort.	Clearly articulates key goals for the year and planned activities to advance effort. There is some logic for why these are the right goals at this time.	Clearly articulates key goals for the year, planned activities and anticipated outputs of effort. There is strong logic for why these are the right goals at this time.
9. Feasibility	Demonstrates no assessment of operational and/or political capacity for the implementation of their work.	Demonstrates an insufficient assessment of operational and/or political capacity for implementation and does not acknowledge potential obstacles standing in the way.	Demonstrates a realistic assessment of operational and political capacity for implementation, including attention to potential challenges and proposed mitigation strategies.	Demonstrates a comprehensive assessment of operational and political capacity for implementation, including clarity about additional resources necessary, potential challenges, and implementable mitigation strategies.
10. Measurement and Evaluation	Does not explain how they will measure and evaluate the intended outcomes and social impact.	Provides minimal explanation on how they will measure and evaluate the intended outcomes and social impact.	Provides an explanation on how they will approach measuring and evaluating the intended outcomes and social impact, including some relevant metrics.	Provides a clear explanation on how they will measure and evaluate each intended outcome and the overall social impact, along with detailed associated metrics.
OVERALL SCORE				