**Wisconsin Organization of Nurse Leaders (WONL) ADVANCED DEGREE Scholarship Program Applicant Scoring Rubric – 2023**

| **Criteria** | ***0 - Not addressed or no response*** | 1 = Fair | 3 = Good | 5 = Exemplar | ***Your Score (choose one)*** |
| --- | --- | --- | --- | --- | --- |
| **Resume or Curriculum Vitae** | | | | | |
| **Lists and describes membership(s) in professional organizations and associations** | *None noted* | *Demonstrates involvement in professional organizations other than WONL/AONL* | *Demonstrates involvement in multiple organizations including WONL or AONL* | *Demonstrates involvement in professional organizations and/or committees in addition to WONL or AONL* | 0 1 3 5 |
| **Lists and describes volunteer activities.** | *None noted* | *Demonstrates very limited involvement in community activities (1 or less)* | *Demonstrates involvement in community volunteering (at least 2)* | *Demonstrates extensive involvement in community volunteering >2. Details active involvement.* | 0 1 3 5 |
| **Lists and describes participation in department or organizational committee(s).** | *None noted* | *Demonstrates limited participation in committees within the last two years  (1 or less)* | *Demonstrates participation in agency/house-wide committees (2 to 3) for greater than 6 months* | *Demonstrates extensive participation by chairing house-wide or system committees (2 or more); to receive Exemplar, must demonstrate role as chair, leader or facilitator of workgroups* | 0 1 3 5 |
| **Lists honors, awards, presentations, publications, and/or scholarly activities.** | *None noted* | *Cites at least one example of an honor and/or award within the last two years.* | *Cites at least two distinct honors and/or awards within the last two years* | *Cites numerous examples of both internal and external awards and/or honors within last two years* | 0 1 3 5 |
| **Essay** | | | | | |
| **Describes professional goals as a nurse leader and plan for achieving these goals.** | *Does not address* | *States career goals without explanation of how success will be interpreted in relationship to the profession of nursing* | *States career goals and what they want to do as a nurse leader and states specific plans with regard to future contributions to the nursing profession* | *Has specific career goals and provides details on how meeting goals will contribute to the profession of nursing and their organization's mission/vision; demonstrates enthusiasm in writing* | 0 1 3 5 |
| **Describes how they currently impact nursing or patient care in present role.** | *Does not address* | *Does not have a clear vision of a nursing leaders' impact on patient care* | *Identifies a few generic examples of why nursing leadership impacts patient care* | *Clearly identifies leadership impact on patient care via advocacy, teaching, leading critical thinking, collaboration, coaching, mentoring and role modeling* | 0 1 3 5 |
| **Describes perception of role as a future leader.** | *Does not address* | *Does not have a clear vision of a nursing leaders' impact on patient care* | *Identifies a few generic examples why nursing leadership impacts patient care* | *Clearly identifies leadership impact on patient care via advocacy, teaching, leading critical thinking, collaboration, coaching, mentoring and role modeling* | 0 1 3 5 |
| **Describes planned focus area for research, scholarly activities, or capstone project** | *Does not address* | *Describes plans but without clear or developed focus or vision* | *Describes clear goals and objectives for research proposal, scholarly activity or project* | *Describes progress with research, scholarly activities or project with plans to share findings at podium, presentation or via publication* | 0 1 3 5 |
| **Describe areas of interest and contributions to professional and community organizations.** | *Does not address* | *Identifies single interest or contribution with minimal to moderate impact over the past 2 years* | *Identifies multiple contributions to professional and/or community organizations of moderate impact during the past 2 years* | *Identifies multiple complex contributions made to professional and/or community organizations of major impact during the past 2 years* | 0 1 3 5 |
| **Writing Style** | *Many (greater than 5) spelling, grammar and punctuation mistakes* | *A few spelling, grammar and punctuation mistakes (less than 5)* | *Writes without spelling and grammar mistakes.* | *Writes without spelling and grammar mistakes. Writing is organized and clear with a logical flow.* | 0 1 3 5 |