

AFP Award for Outstanding Young Professional

RUBRIC DESCRIPTION

The rubric is a scoring guide that will be used to evaluate or score each candidate. It has three parts: (1) criteria, (2) rating scale, and (3) indicators. It will enable the judging panel to review, evaluate, and score candidates using the same definitions. The rubric that follows uses a rating scale that provides an opportunity to evaluate candidates on a sliding scale, which will help to facilitate the initial ranking of the candidates as a whole:

- Minimal qualifications: 1 point
- Adequate qualifications: 2-3 points
- Exceptional qualifications: 4-5 points
- <https://awards.afpvote.org/nomination/aoyf>

	Minimal Qualifications (1)	Adequate Qualifications (2-3)	Exceptional Qualifications (4-5)	Score
For each organization where the nominee has been employed, describe the INDIVIDUAL work of the nominee, including descriptions of (1) position and responsibilities; (2) specific projects, programs and/or campaigns the nominee worked on; and (3) evidence of exemplary work, career achievements, creativity, innovation and leadership roles. (40 points)	Unclear or limited ability to articulate their roles and responsibilities, specific projects or campaigns, or evidence of exemplary work, career achievements, creativity, innovation, and leadership roles.	Has articulated some evidence of career achievements, creativity, innovation, and leadership capabilities related to specific projects, programs and/or campaigns.	Is able to articulate significant, frequent, or noteworthy evidence of exemplary work, career achievements, creativity, innovation, and leadership capabilities.	Rating 1-5 from above multiplied by 8, equals:
For each organization where the nominee has been employed, describe the impact of the nominator's work on the ORGANIZATION, including role in helping raise funds, amount of funds raised, growth in funds raised and other important fundraising metrics. (20 points)	Provides little to no evidence of their impact on the organization through their role in helping raise funds, amount of funds raised, or growth in funds raised or other important metrics.	Provides some evidence of their impact on the organization through their role in helping raise funds, amounts of funds raised, or growth in funds raised or other important metrics.	Provides specific evidence of extensive impact on the organization through their role in helping raise funds, growth in funds raised and other important fundraising metrics.	Rating 1-5 from above multiplied by 4, equals:
Describe details showing evidence of and commitment to the profession, professional development, and AFP engagement (committee work, attendance at AFP events, actively seeking of input from professional colleagues, preparing/already engaged in obtaining a CFRE, etc.). (30 points)	Provides little or no evidence of involvement or active membership with AFP. Answer suggests lack of commitment to professional development/the profession.	Provides non-specific information. Shows some involvement in AFP and limited engagement with other professional opportunities.	Provides specific evidence of extensive involvement. Has participated in a variety of activities with AFP at the global and/or chapter level. Demonstrates clear commitment to advancing within the fundraising profession.	Rating 1-5 from above multiplied by 6, equals:
Describe volunteer activities within the community (not including AFP) and why the nominee is involved with those organizations. (10 points)	Limited or no involvement in volunteer activities within the community.	Shows a breadth of contribution in one volunteer activity and provides why involved in those organizations.	Provides specific evidence of extensive volunteer activities within the community and provides why they are involved in those organizations.	Rating 1-5 from above multiplied by 2, equals:
Rubric Comments from Evaluator				Total Score (Sum of All "Top" Scores)
				Total Score (Sum of All "Bottom" Scores)