Superintendent Candidate Vision Statement Scoring Rubric

Prompt:

Share your strategic vision for the Nevada Department of Education's (NDE) leadership role and detail your proposal for advancing educational outcomes for every student in Nevada.

Scoring Scale

4 – Exceeds Expectations: Comprehensive, compelling, and demonstrates depth of understanding and leadership.
3 – Meets Expectations: Clear, relevant, and aligned with NDE priorities.
2 – Approaching Expectations: Some alignment or relevance, but lacks clarity, specificity, or coherence.
1 – Below Expectations: Lacks clarity, connection to the prompt, or understanding of NDE's role.

NEVADA
Department of
Education

Rubric Domains

Candidate Name: _____

Reviewer Name: _____

Domain	Description	Guiding Questions	Score (1–4)
Clarity and Coherence of Strategic Vision	The statement presents a clear and logically organized vision that is easy to understand and compelling to the reader.	• Is the candidate's vision logically organized and well-structured? • Is the language clear and persuasive? • Does the statement communicate a strong, actionable direction for NDE? • Is the response free of jargon or vague generalities?	
Understanding of NDE's Role and Responsibilities	Demonstrates insight into the Department's statutory and strategic role as a state education agency, including leadership, governance, and support functions.	• Does the statement reflect accurate understanding of NDE's statewide leadership role? • Does the candidate understand NDE's policy, funding, compliance, and technical assistance responsibilities? • Is there clear distinction between local, regional, and state-level responsibilities? • Are strategic partnerships or governance structures referenced appropriately?	
Commitment to Educational Equity and Access	Clearly identifies goals and strategies for improving outcomes for all students, especially those historically underserved.	• Does the vision explicitly reference equity for underserved groups (e.g., students with disabilities, English learners, rural students)? • Are equity-related goals clear and measurable? • Does the candidate understand systemic barriers to access and outcomes? • Are actionable strategies described to address disparities?	

NEVADA Department of Education

Domain	Description	Guiding Questions	Score (1–4)
Innovation, Feasibility, and Impact of Proposed Actions	Offers creative yet realistic strategies for advancing outcomes statewide. Plans are actionable and grounded in evidence or experience.	• Are the proposed actions original and forward-thinking? • Do they consider feasibility in the Nevada context? • Are the strategies scalable or sustainable? • Does the candidate provide rationale or evidence for likely impact?	
Responsiveness to Nevada's Unique Context	Recognizes Nevada's demographic, geographic, and governance context. Tailors vision to fit the needs and strengths of local communities and state systems.	• Does the statement reflect knowledge of Nevada's rural-urban dynamics? • Are state-specific systems like PCFP or charter accountability addressed? • Does the candidate account for district variability, student diversity, and community voice? • Are local implementation realities acknowledged?	

Total Score: _____ / 20