

Civilian Oversight Board--Application Rubric

Adapted from the proposed COB amendment by Alderwoman Megan-Ellyia Green

Criteria	Questions	1 - Beginner	2 - Developing	3- Competent	4 -Accomplished	Score (1-4)	Notes/Justification
Record of Community Involvement	<ul style="list-style-type: none"> Describe your community involvement in the District you seek to represent. Include examples and describe how you have shown leadership. 	The candidate does not have a history of community involvement. He/she has not shown engagement with the community or shown leadership.	The candidate has a minimal history of community involvement. He/she has some engagement with the community, but has not shown leadership.	Candidate has some history of community involvement. He/she has actively engaged with the community, and has shown some leadership.	Candidate has a strong history of community involvement. He/she has shown leadership in multiple situations.		
Support from the District	<ul style="list-style-type: none"> What support have you received from people in the District you seek to represent? 	The Candidate submitted less than the required letters of recommendation, letters are not from district organizations or members. There were no other indications of support.	The Candidate submitted less than 2 letter of support from district organizations/members. There were other indications of support.	The Candidate submitted at least 3 letters of support with 2 being from district organizations/members. There were other indications of support.	The Candidate submitted at least 3 letters of support with 2 being from district organizations or members. There were other strong indications of support.		

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Education and Work Experiences	<ul style="list-style-type: none"> Do you have any educational and/or work experiences that would make you a good candidate for the COB? 	The candidate's education and work experiences will not bring a needed skillset to the COB.	The candidate's education and work experiences somewhat align with the skillset needed to the COB.	The candidate's education and work experiences will bring some skills to the COB.	The candidate's education and work experiences will bring a needed skillset to the COB.		
Life Experiences	<ul style="list-style-type: none"> What experiences have you had with the police, either good or bad, and how have they affected your feelings toward them? 	The candidate's life experiences impede his/her ability to be objective. His/her reasons for wanting to be on the COB show definite bias toward one type of thought.	The candidate's life experiences are not particularly relevant to service on the COB.	The candidate's life experiences will bring some value to the COB.	The candidate's life experiences will bring much value to the COB.		

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Time Commitment	<ul style="list-style-type: none"> What time commitments do you have that could conflict with the COB? How would you resolve these conflicts? 	The candidate expresses no dedication to the COB and has not demonstrated an understanding of the time and flexibility needed to be an involved member.	The candidate expresses some dedication to the COB but may not have the time and flexibility needed to be an involved member.	The candidate expresses a dedication to the COB and has demonstrated an understanding of the time and flexibility needed to be an involved member.	The candidate expresses a strong dedication to the COB and has demonstrated the time and flexibility necessary to be an involved member.		
Familiarity with Police Policy and Actual Practices	<ul style="list-style-type: none"> What familiarity do you have with police policies, procedures, and actual policing practices? 	The candidate does not express an understanding of police practices/ policies and has no experiences with actual police practices.	The candidate has a minimal understanding of police practices/ policies and has little experience with actual police practices.	The candidate expresses a basic understanding of police practices/ policies and has some experiences with actual police practices.	The candidate expresses a strong understanding of police practices and policies and has demonstrated experiences with actual police practices.		
Accountability	<ul style="list-style-type: none"> Describe a situation where you held someone accountable. How do you think you handled the situation? 	The candidate did not express an understanding of what it means to be accountable. He/she did not provide a good example or handled it badly.	The candidate has a minimal understanding of what it means to be accountable. He/she handled the situation badly and did not learn from it.	The candidate expresses a basic understanding of what it means to be accountable. He/she handled the situation fairly well and learned from it .	The candidate expresses a strong understanding of what it means to be accountable. He/she provided multiple examples and handled them excellently.		

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Accountability to Self and Community	<ul style="list-style-type: none"> As a member of the COB, how would you hold yourself accountable to the community? Explain “conflict of interest” and tell us if you have any commitments that you consider a conflict of interest with serving on the COB? 	The candidate does not express an understanding of what it means to hold oneself accountable to the community and does not understand conflict of interest.	The candidate expresses some understanding of what it means to hold oneself accountable to the community and has some understanding of conflict of interest.	The candidate expresses a basic understanding of what it means hold oneself accountable to the community and understands conflict of interest.	The candidate expresses a strong understanding of what it means to hold oneself accountable to the community and has a strong understanding of conflict of interest.		
Fairness	<ul style="list-style-type: none"> Do we always achieve justice when we treat everyone equally? Is there room in your decision-making that allows for extenuating circumstances? 	He/she did not understand the issues involved in being a fair member of the COB.	He/she showed minimal understanding of the issues involved in being a fair member of the COB.	The candidate showed a basic understanding of the issues involved in being a fair member of the COB.	The candidate showed a strong understanding of the issues involved in being a fair member of the COB.		

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Ability to be Objective	Describe a time when you made a difficult decision, with conflicting information, and how you arrived at it.	The Candidate does not demonstrate sound decision making skills and does not show an understanding of managing biases.	The Candidate demonstrates some decision making skills but does show an understanding of managing biases.	The Candidate has a process for making decisions and understands managing biases.	The Candidate demonstrates sound decision making skills and a strong understanding of managing biases.		
	Is it your job as a member of the COB to represent any particular point of view?						
	As a member of the COB, how will you recognize and manage your own personal biases?						
Additional Information						No Score	