

NCSM Fellows **Mentor** Application Rubric



1. **How many years have you been a member of NCSM? (Must have been a member for at least 3 years.)**

0	1	2
NCSM Member 0-2 years	NCSM Member 2-3 years	NCSM Member 3+ years

2. **Why do you want to participate in the NCSM 25-26 Fellows Program? [paragraph response]**

0	1	2	3
Unrelated	Awareness	Embracing	Applying
No response or unrelated response	<p>Applicant does not indicate learning from others and experiences indicated are not connected to the reason they want to be a mentor.</p> <p>Response is related to a promotion or title (as opposed to personal or professional growth)</p>	<p>Applicant indicates others who have inspired them with no examples or examples are vague.</p> <p>Applicant indicates specific experiences that inspire them in some way, but not to be a mentor.</p> <p>Response is related to a personal or professional growth (as opposed to a promotion or title)</p>	<p>Applicants indicate others who have inspired them with specific examples.</p> <p>Applicants indicate specific experiences that inspire them to be a mentor.</p> <p>Response is related to a personal or professional growth (as opposed to a promotion or title)</p>

3. Provide 2 letters of recommendations that speak to your past leadership experiences. **[file upload]**
4. Upload CV or Resume. **[file upload]**

CV and Letters of Recommendation			
0	1	2	3
No response or unrelated response.	CV + 2 letters of reference provided. Indicates limited leadership experience.	CV + 2 letters of reference provided. Indicates varied leadership experience or servant leadership, AND evidence they are innovators, disruptors, or doers	CV + 2 letters of reference provided. Indicates varied leadership experience, servant leadership, and evidence they are innovators, disruptors, and doers

5. Agree to the commitment statement... NCSM Mentors will commit to the following:
6. Who or what experiences inspire you to mentor in the NCSM 24-25 Fellows Program?

Inspire			
0	1	2	3
Unrelated	Awareness	Embracing	Applying
No response or unrelated response	Applicants' response indicates experiences they have to offer, but may be disconnected from the reason they want to be a mentor. Response is related to a promotion or title (as opposed to personal or professional growth)	Applicant provides general explanations of what they have learned from others, references inspirational leaders, or indicates what they can learn from their relationship with the Fellows, but with no examples or examples are vague. Applicant indicates specific experiences that inspire them in some way, but	Applicants indicate others who have inspired them with specific examples and how they will apply what they learned from them. Applicants indicate specific experiences that inspire them to be a mentor and how they will apply those experiences to their role as a mentor. Response is related

		<p>disconnected to their role as a mentor.</p> <p>Response is related to a personal or professional growth (as opposed to a promotion or title)</p>	<p>to a personal or professional growth (as opposed to a promotion or title)</p>
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7. How do you see your participation in the NCSM Fellows program supporting your own leadership aspirations?

Leadership Aspirations			
Unrelated	Awareness	Embracing	Applying
0	1	2	3
<p>No response or unrelated response</p>	<p>Applicant indicates vague goals or aspirations with little to no connections to the NCSM Fellows Program.</p> <p>Applicant does not indicate leadership hopes, goals, or intentions; evidence of growth or seeking to learn; evidence they are innovators, disruptors, and/or motivated doers.</p> <p>Applicant does not indicate gaps or needs within their institution that they would like to address.</p>	<p>Applicant indicates specific connections between their leadership aspirations and the NCSM Fellows Program.</p> <p>Applicant references at least one of the following, but without detail: leadership hopes, goals, or intentions; evidence of growth or seeking to learn; evidence they are innovators, disruptors, and/or motivated doers.</p> <p>or</p> <p>Applicant references gaps or needs within their institution that they would like to address, but without detail.</p>	<p>Applicant provides specific connections with detailed examples, relevant to their context, that connect their leadership aspirations and the NCSM Fellows Program.</p> <p>especially specifically named areas)</p>

NCSM Mission

“equip and empower a diverse education community to engage in leadership that supports, sustains, and inspires high-quality mathematics teaching and learning every day for each and every learner.”

Unrelated	Awareness	Embracing	Applying
0	1	2	3
No response or response unrelated to the NCSM mission	Applicant vaguely connects to the NCSM mission.	Applicant provides details connected to the NCSM mission.	Applicant provides details, specific to their context, connected to the NCSM mission and how they hope to apply it.

NCSM Objectives

- Develop networking and communication opportunities that connect the mathematics education community, as well as the broader education community;
- Equip leaders with the tools to create and sustain systems that fully align with the vision of mathematics and mathematics instruction promoted by NCSM;
- Equip leaders with the understanding, knowledge, and skills to continue their own personal growth, support emerging leaders, and further develop excellence in mathematics teaching.

Unrelated	Awareness	Embracing	Applying
0	1	2	3
No response or response unrelated to the program objectives	Applicant provides general connections to at least one of the program objectives	Applicant provides details to indicate connections to most of the program objectives	Applicant provides details about how they hope to apply program objectives in their context.

8. What systems and structures (such as organizations, training, or resources) do you currently support?

0	1	2	3
Unrelated	Awareness	Embracing	Applying
No response or unrelated response	Applicant provides a response that somewhat addresses the question. Response indicates	Applicant provides a response that partially addresses the question. Response indicates	Applicant provides a detailed response that fully addresses the question. Response indicates

	a systemic or structural gap that the fellowship is not designed to support.	a systemic or structural gap that the fellowship is designed to support.	a systemic or structural gap that the fellowship is designed to support.
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What barriers have you faced during your leadership journey? **[paragraph response]**

0	1	2	3
Unrelated	Awareness	Embracing	Applying
No response or unrelated response	Applicant provides a response that partially addresses the question. Response indicates barriers that may still exist in the context of the fellowship and that participation in the fellowship will not address.	Applicant provides a response that partially addresses the question. Response indicates barriers that do not exist in the context of the fellowship and that participation in the fellowship decreases or minimizes, but does not remove.	Applicant provides a detailed response that fully addresses the question. Response indicates barriers that do not exist in the context of the fellowship and that participation in the fellowship dismantles or removes.

What qualities, skills, or other attributes do you feel you have that would benefit NCSM Fellows?

Unrelated	Awareness	Embracing	Applying
0	1	2	
No response or unrelated response	Response is vague or does not provide enough context.	Response is detailed and clearly explained.	

Diversity Questions: region, race, gender

0	1	2
Does not provide demographic information	Provides some demographic information, but description is incomplete.	Complete - provides a clear, detailed picture of demographics and demographics are more unique than 75% of applications.

Describe yourself as a mentor: How do you support leaders/educators you work with? How do you build and develop the capacity of emerging leaders? Consider how you apply servant leadership and growth mindset.

Some characteristics of servant leadership: Listens to, empathizes, and partners with emerging leaders to build relationships and build/develop capacity, vision oriented, committed, builds community

Some characteristics of growth mindset: believes everyone has the ability to learn and grow, believes that skills and intelligence can be improved with effort, learning, and persistence in the face of setbacks, embraces challenges, values learning from mistakes and feedback

0	1	2	3
Unrelated	Awareness	Embracing	Applying
<p>No response or unrelated response</p>	<p>Applicant provides a response that partially addresses the question.</p> <p>Response indicates few to no characteristics of servant leadership or growth mindset</p>	<p>Applicant provides a response that partially addresses the question.</p> <p>Response indicates multiple characteristics of both servant leadership and growth mindset</p>	<p>Applicant provides a detailed response that fully addresses the question.</p> <p>Response indicates multiple characteristics of both servant leadership and growth mindset and relate to personal experiences</p>