

## Bray Sailing Club

### Instructor Recruitment Policy 2020

The purpose of this grading rubric for Instructor recruitment is to ensure a fair, transparent and unbiased recruitment of candidates in Bray Sailing Club. The weightings of each category are to reflect the importance placed on each. Instructing competency is more important than how you are interviewed, for example.

The grading rubric can be found below, followed by marking guidelines for each category.

Name	Instructing Experience (10 marks)	Instructing Competency (25 marks)	Interview Score (10 marks)	Total (45 marks)

#### Instructing Experience (10 marks max):

This is looking at what experience candidates have.

- 1<sup>st</sup> Year Instructor (No Assistant Instructor experience): 0 marks
- 1<sup>st</sup> Year Instructor (Assistant Instructor experience): 2 marks
- 2<sup>nd</sup> Year Instructor: 4 marks
- 3<sup>rd</sup> Year + Instructor: 6 marks

Additional areas to get marks

- Instructed in more than one club: 2 marks
- Additional work on other courses/training (e.g. adult training, Pico Club, Inclusion in Sport programme, etc.): 2 marks

**Instructing Competency (25 marks max):**

Marks are allocated based on Instructor performance last season.

Instructor and Assistant Instructor performance was judged by the Junior Training Committee following last season on a scale of 1-10. These scores will then be doubled as we feel Instructing Competency should carry more weight than Instructing Experience and Interview score. Those who worked as Instructors last year will then gain five bonus marks to differentiate between the competency needed to be an Instructor compared to an Assistant Instructor (i.e. if someone worked as an Assistant Instructor last year, the maximum marks they can get here is 20, while Instructors can get 25).

In the case of Instructors from other clubs, referees will serve to give us the instructing competency mark.

**Interview Score (10 marks max):**

Following completion of the interviews, the Junior Training Committee will divide the candidates into three ranked groups. Marks can be allocated as follows:

- Group 1: 8-10 marks
- Group 2: 4-7 marks
- Group 3: 0-3 marks

Scores will then be totalled. Those with the higher scores should be offered more work, compared to those with lower scores.