

ENTRY LEVEL FIREFIGHTER 2000

CANDIDATES NAME: _____

INTERPERSONAL SKILLS

weak **strong**

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- Relates to the needs, interests of the parties involved
- Calm manner
- Resolved issues reasonably.
- Followed chain of command
- Able to sort out facts
- Saw the whole picture Took control of situation
- Gets the facts quickly

Comments: _____

PROBLEM SOLVING

weak **strong**

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- Logical thought process
- Figured out all aspects of the problem
- Came up with good solutions to the problems

Comments: _____

ETHICS

weak **strong**

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- Knows right from wrong
- Handled in manner conforming to dept. policies
- Didn't let others sway their thoughts

Comments: _____

TEAM WORK

weak **strong**

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- Got involvement and buy-in from others
- Able to get station or crew to help out
- Well organized, didn't take on the whole problem by themselves
- Team player - involved in some type of group activity

Comments: _____

**ENTRY LEVEL
FIREFIGHTER 2000**

QUALIFICATIONS

weak

strong

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- Displayed confidence Education commensurate with job
- Broad experience base
- Well rounded in more areas than fire and EMS

Comments: _____

OVERALL SCORE

Points

Description

- 91 - 100 Outstanding candidate. Would enjoy working and living with the candidate on a 24-hour shift schedule. Great potential with no areas of concern. Could hire immediately.

- 81 - 90 Desirable candidate, but only after top candidates are selected. Would enjoy working and living with the candidate on a 24-hour shift schedule. Good potential

- 70 or 80 Not a desirable candidate. Has some or several areas of concern. May be a viable candidate at a later date.

- Below 70 Do not hire. Would not like to work with this candidate. Several areas of concern.

SCORE _____

Comments: _____

EVALUATOR'S SIGNATURE: _____

City of
RATING STANDARDS
FIREFIGHTER

OUTSTANDING

(90 - 100)

Candidate's overall performance and presentation is clear, to the point and thorough; response(s), or skill, reflect advanced knowledge or ability level for the position for which the examination is constructed; clearly exceeds the typical knowledge/ability/skill level of most other competitors and demonstrates nearly all of the ideal characteristics of the rating factor(s). **Candidate would be an immediate asset.**

WELL QUALIFIED

(80 - 89)

Candidate's overall performance and presentation is focused on subject and/or issues; response(s), performance, or skill, reflect a mastery of the knowledge or ability measured. **Candidate would function well** with regard to the factor(s) evaluated following a brief period of orientation/training.

ACCEPTABLE

(70 - 79)

Candidate's overall performance and presentation is adequate; shows an understanding of the subject area and/or issue, but may not be as thorough as the higher performing candidates; response(s), performance, or skill, reflect the basic knowledge or abilities required to adequately do the job. **Candidate could function successfully** with regard to the factor evaluated, but would need some training and supervision to develop those knowledge, skills and/or abilities, which have not yet been developed.

PASSING SCORE = 70

UNACCEPTABLE

(65)

Candidate's overall performance and presentation does not demonstrate the knowledge or ability required; does not reflect the competency required to carry out the job. Candidate **is not ready to function adequately with regard to the factor(s) evaluated.**

**ORAL INTERVIEW
TEACHING DEMONSTRATION RATING SHEET**

CANDIDATE: _____

Rating Factors	1 - 5
Preparation – Got the audience interested in the topic	
Presentation – Imparted new information	
Application – Asked questions and got audience participation	
Summary – Re-capped highlights of lesson	
Instructional Aids – Legible and relevant	
Overall Effectiveness – Kept the audiences interest	
Mannerisms – Presentation did not distract audience	
Communication – Good choice of words, used voice inflections	
Knowledge of subject – Could you handle the fire at the end of the lesson?	
Total Score- 45 points possible	

EVALUATOR: _____ **DATE:** _____

Lesson Plan Format 5 points possible	
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Total Score- from both categories - 50 points possible	
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