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| Question | 1-Low | 3-Average | 5-Excellent | Notes |
| Please provide an overview of your softball experience at the secondary level. | No experience with softball and No experience in serving MS students | Experience in playing or coaching at the secondary level but not both. | Previous experience and recognized leadership for coaching MS aged athletes in softball. |  |
| Northwood’s athletic philosophy includes equal playing time & winning with class. Describe how your coaching philosophy matches up with ours. | No evidence that there is a connection to our philosophy in their work. | Evidence of agreement to our philosophy but not actual practice. | Alignment to the philosophy and do what is best for middle school athletes. |  |
| What are your top 3 responsibilities as a coach? Why? | Expresses no vision, mission or purpose for coaching. Does not address safety. Does not connect with kids.. | Some but not all of the ideas are present or the ideas are present at a surface but not connected to any actual practical examples, experiences or plan to implement. | Provides a vision, mission and/or purpose for coaching that is engaging and exciting. Safety is included. Connection with kids and coaches is clear. |  |
| Describe your favorite softball drill. | Limited understanding of what engages middle school athletes and helps build skills. | Understanding of what engages middle school athletes and helps build skills. Examples are vague. | Clear understanding of the what engages middle school athletes and helps build skills. |  |
| A critical part of coaching softball is developing pitchers from scratch. Describe how you would develop a softball pitcher with very little skill? | Very limited understanding of the skills and techniques required for pitching a softball at the MS level. | Understanding of the skills and techniques required for pitching a softball at the MS level, but no connection to specific development of a player. | Strong understanding of the skills and techniques required for pitching a softball at the MS level and specific examples about development of a player. |  |
| What efforts or systems would you put in place to help recruit players? | No ideas or evidence of understanding regarding recruitment. | Some ideas or evidence of understanding regarding recruitment. | Response has multiple ideas that will worked toward recruiting athletes at all skill levels. Clear connection with kids. |  |
| You are put in charge of the program. Explain how you would develop it for success. | No understanding of program details. No love of MS athletes or softball just wants a job | Understanding of general program details, but no specific examples connected to experiences or plan to implement.Focus on athletes is mentioned. | Comprehensive understanding of program details with specific examples connected to experiences or plan to implement. Athletes are the center of the program. |  |
| What do you want players, parents, and coaches to say about you at the end of the season? | Limited, none or examples that do not align with our culture. | Examples are fair but not passionately felt.  | Great and passionate examples aligned to our practice and connected to them as well. |  |