

ORDER OF THE ARROW
Ceremony Evaluation Rubric

The current edition of the ceremony text must be used for all evaluations.

CATE- GORY	SKILL	RATING			
		Fair	Good	Excellent	Exemplary
Technical	Memorization	More than a few errors <i>or</i> obvious/ inappropriate pauses.	Few <i>and</i> minor errors.	Nearly perfect per the ceremonial text.	Perfect per the ceremonial text.
	Movements	More than a few <i>or</i> noticeable errors.	Few <i>and</i> minor errors.	Nearly perfect per the ceremonial text.	Perfect per the ceremonial text.
Physical	Bearing	Little to no candidate eye contact. Closed body language. Does not always give speaker unbroken attention.	More often than not: engages candidates & principals with eye contact <i>and</i> body language. Gives speaker unbroken attention.	Regularly engages candidates & principals with eye contact, body language, & facial expression. Gives speaker unbroken attention.	Masterfully engages candidates & principals with eye contact, body language, & facial expressions. Gives speaker unbroken attention.
	Gestures	Gestures are absent <i>or</i> meaningless <i>or</i> distracting.	Gestures, while sparingly used, are intuitively obvious in reinforcing spoken words.	Gestures are used regularly and judiciously to reinforce spoken words.	Gestures are used masterfully to engage candidates and crystallize understanding.
Verbal	Clarity	Incorrect pronunciation, <i>or</i> inadequate projection, <i>or</i> inappropriate rate.	Words are generally spoken clearly, correctly, and audibly.	Words are spoken conversationally while remaining consistently clear, correct, & audible.	Words are spoken masterfully to engage candidates, and crystallize understanding.
	Expression	No feeling; monotone; <i>or</i> no emphasis.	Tone or emphasis is generally present and appropriate, when used.	Regularly speaks with natural & appropriate tone & emphasis.	Masterfully uses tone & emphasis to engage candidates, and crystallize understanding.

Overall Rating Standards

Within a skill, a *Good* or higher rating requires that no element of *Fair* exists. Otherwise, a skill must be rated *Fair* even if elements of *Good* or higher existed. **A ceremonialist rated *Fair* in any skill must be rated *Fair* overall regardless of the ratings in any other skills.**

- An overall *Good* rating requires 3+ skills rated *Good* or higher.
- An overall *Excellent* rating requires 4+ skills rated *Excellent* or higher, including BOTH Technical skills (Memorization; Movements). **If either Technical skill is *Good* then the overall rating is *Good*.**
- An overall *Exemplary* rating requires 4+ skills rated *Exemplary*, including BOTH Technical skills, and no skill rated less than *Excellent*. **If either Technical skill is *Excellent* then the overall rating is *Excellent*.**

Honor Team Criteria

- No team member may be rated **Fair**.
- No more than one team member may be rated **Good**.
- At least three team members must be rated **Excellent** or **Exemplary**.

Ceremony Evaluation Guidelines

The SKILLS in the evaluation rubric identify the means by which ceremonialists engage and inspire candidates with the gift of the Admonition. The purpose of the evaluation is to model the giving of that gift by validating each ceremonialist's service and by providing clear, actionable guidance on how to better employ these skills. The rubric and these guidelines define a shared, specific vocabulary and rating standards for use by ceremonialists, advisers, and evaluators across the Order of the Arrow.

Skill Ratings: Definitions & Criteria

- No alterations or additions to the ceremonial text are permitted.
- "Few" errors means not more than four. "Minor" errors would not gain candidate notice.
- "Nearly perfect" means not more than two minor errors.
- Skill errors or deficiencies exceeding either the number or magnitude defined by *Good* require a *Fair* rating.
- Skills must unquestionably exceed *Excellent* to be rated *Exemplary*.

Technical

Memorization: Applies to all ceremonial text spoken to candidates by a principal, elangomat, nimat, or guide.

Movements: Applies to all directions specified by the ceremony's notes and diagrams. These include, but are not limited to, entering and moving within the circle, guiding candidates, handling and displaying tokens, and conducting the seals.

Physical

Bearing: Applies to the nonverbal personification of a principal such as:

- Walking or moving about the ceremony circle (rate, natural/unnatural)
- Physical stance, posture, and orientation (crossed arms is closed body language but arms *not* crossed is open; looking at speaker)
- Eye contact with candidates or speaking principal
- Facial expressions
- Interaction with candidates and other principals

Gestures: Physical motions that highlight, describe, or more clearly define the spoken words and are intuitively obvious to the candidate. (Motions without meaning or motions understood by the principal but not by the candidate are harmful distractions not helpful gestures.)

Verbal

Clarity: "Technical speech," the mechanical aspects of speech, such as:

- Pronunciation: *Are words spoken correctly & syllables fully pronounced?*
- Projection: *Can all present clearly hear the speaker?*
- Rate: *Can a candidate readily understand without losing attention?*
- Phrasing: *Are words grouped into logical ideas and presented in full sentences or obscured by choppy "lines?"*

Expression: "Non-technical speech," the manipulation of *tone, volume, pauses*, and other vocal inflection used to illustrate or emphasize:

- Feelings (such as, *solitude, sadness, resolve, strength, joy*)
- Images (such as, *elements of nature, living in community*)
- Ideas (such as, *choice, brotherhood, cheerfulness, service, ignorance, enlightenment*)

Lodge: _____

ORDER OF THE ARROW
Ceremony Evaluation
Worksheet and Notes

Ceremony: PO BH

Honor Team: Yes No

Overall is based on the majority of the category ratings, where minimum Technical skill is the maximum possible rating and any *Fair* rating is *Fair* overall.

Nutiket: _____

CATEGORY	SKILL	RATINGS (per Ceremony Eval. Rubric)			
		Fair	Good	Excellent	Exemplary
Technical	Memorization				
	Movements				
Physical	Bearing				
	Gestures				
Verbal	Clarity				
	Expression				
OVERALL RATING					

Meteu: _____

CATEGORY	SKILL	RATINGS (per Ceremony Eval. Rubric)			
		Fair	Good	Excellent	Exemplary
Technical	Memorization				
	Movements				
Physical	Bearing				
	Gestures				
Verbal	Clarity				
	Expression				
OVERALL RATING					

Allowat Sakima:

CATEGORY	SKILL	RATINGS (per Ceremony Eval. Rubric)			
		Fair	Good	Excellent	Exemplary
Technical	Memorization				
	Movements				
Physical	Bearing				
	Gestures				
Verbal	Clarity				
	Expression				
OVERALL RATING					

Kichkinet:

CATEGORY	SKILL	RATINGS (per Ceremony Eval. Rubric)			
		Fair	Good	Excellent	Exemplary
Technical	Memorization				
	Movements				
Physical	Bearing				
	Gestures				
Verbal	Clarity				
	Expression				
OVERALL RATING					

Lodge: _____

ORDER OF THE ARROW
Ceremony Evaluation
Worksheet and Notes

Ceremony: Vigil

Honor Team: Yes No

Overall is based on the majority of the category ratings, where minimum Technical skill is the maximum possible rating and any *Fair* rating is *Fair* overall.

Vigil Chief: _____

CATEGORY	SKILL	RATINGS (per Ceremony Eval. Rubric)			
		Fair	Good	Excellent	Exemplary
Technical	Memorization				
	Movements				
Physical	Bearing				
	Gestures				
Verbal	Clarity				
	Expression				
OVERALL RATING					