

**Golf Manor Police Department
Structured Interview Process
Wednesday, March 11, 2026
Scoring Rubric**

Performance Expectations for Chief of Police:

Leadership Effectiveness: Demonstrates integrity, transparency, and accountability. Models ethical decision-making consistent with constitutional policing and professional standards. Promotes a culture where misconduct is addressed promptly, consistently, and lawfully. Able to build strong relationships with the community.

Job Knowledge: Candidates must have an extensive knowledge of the Ohio Revised Code, relevant laws and case law, methods of conducting criminal investigations, modern policing tactics and techniques, and the legal system as a whole. Candidates must be able to create and evaluate effective reports and ensure attention to detail and accuracy in the work products of their subordinates.

Ability to Instill Trust and Confidence: Candidates must be able to lead by example and display confidence when assuming command. Candidates must be able to communicate clearly and concisely, both orally and in writing. Candidates must be able to analyze and resolve both internal and external issues that affect the operations of the department.

Effectiveness Under Stress: Candidates must be able to perform their job duties effectively, even when under stress. They must be effective in emergency and rapidly evolving situations by using good judgment, common sense, and self-discipline while remaining courteous and professional.

Judgment - Ability to develop alternative solutions to problems, to evaluate courses of action and to reach logical decisions.

Planning and Organization - Ability to efficiently establish an appropriate course of action for self or others to accomplish a specific goal, to make proper assignments of personnel and to use resources appropriately.

Problem Analysis - Skill in identifying problems, securing relevant information, and identifying possible causes of problems.

Decisiveness - Readiness to make decisions, render judgment, take action and commit oneself.

Oral Communication - Effectiveness of spoken expression in individual and group situations (including gestures and non-verbal communication).

Scoring Rubric:

Each candidate will be scored using a numerical score for each of the above performance expectations:

Scoring will be based on the following scale:

6 – Far Below Expectations

7 – Below Expectations

8 – Meets Expectations

9 – Above Expectations

10 – Far Above Expectations

Interview Scoring

Evaluator: _____

Candidate: ___

Leadership Effectiveness: Able to run a patrol shift and assume the command of daily operations in the absence of the Police Captain. Ability to supervise police officers and department employees in the fulfillment of their daily duties. Ability to effectively perform administrative duties. Ability to conduct staff briefings and trainings.

6 (Far below expectations) 7 (Below expectations) 8 (Meets expectations) 9 (Above expectations) 10 (Far above expectations)

Job Knowledge: Candidates must have an extensive knowledge of the Ohio Revised Code, City Ordinances, methods of conducting criminal investigations, modern policing tactics and techniques, and the legal system as a whole. Candidates must be able to create and evaluate effective reports and ensure attention to detail and accuracy in the work products of their subordinates.

6 (Far below expectations) 7 (Below expectations) 8 (Meets expectations) 9 (Above expectations) 10 (Far above expectations)

Ability to Instill Trust and Confidence: Candidates must be able to lead by example and display confidence when assuming command. Candidates must be able to communicate clearly and concisely, both orally and in writing. Candidates must be able to analyze and resolve both internal and external issues that affect the operations of their shift and the Logan Police Department.

6 (Far below expectations) 7 (Below expectations) 8 (Meets expectations) 9 (Above expectations) 10 (Far above expectations)

Effectiveness Under Stress: Candidates must be able to perform their job duties effectively, even when under stress. They must be effective in emergency and rapidly evolving situations by using good judgment, common sense, and self-discipline while remaining courteous and professional.

6 (Far below expectations) 7 (Below expectations) 8 (Meets expectations) 9 (Above expectations) 10 (Far above expectations)

Judgment - Ability to develop alternative solutions to problems, to evaluate courses of action and to reach logical decisions.

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Planning and Organization - Ability to efficiently establish an appropriate course of action for self or others to accomplish a specific goal, to make proper assignments of personnel and to use resources appropriately.

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Problem Analysis - Skill in identifying problems, securing relevant information, and identifying possible causes of problems.

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Decisiveness - Readiness to make decisions, render judgment, take action and commit oneself.

6 (Far below expectations) 7 (Below expectations) 8 (Meets expectations) 9 (Above expectations) 10 (Far above expectations)

Oral Communication - Effectiveness of spoken expression in individual and group situations (including gestures and non-verbal communication).

6 (Far below expectations) 7 (Below expectations) 8 (Meets expectations) 9 (Above expectations) 10 (Far above expectations)

Total Score: _____

Total Possible Points: **90**