Oakland Police Commission
Application Review Criteria

Purpose
This rubric is designed to help Selection Panel members **evaluate the submitted applications in a consistent and fair manner**.

Panelists should score applicants **based only on the information contained in their application materials (resume, statement, and listed experience).**

After reviewing all applications, panelists will identify the **10 strongest applicants** they recommend advancing.

Instructions for Panel Members

1. Review each applicant's materials carefully.
2. Score the applicant in each category using the **1–5 scale below**.
3. Only score based on **information present in the application**.
4. Add the scores together to calculate the **total score for each applicant**.
5. After reviewing all applicants, identify your **top 10 highest-scoring candidates**.

   Please complete this process **independently**.

Scoring Scale

5 – Outstanding: An Applicant demonstrates extensive experience, leadership, or qualifications clearly relevant to the commission.

4 – Strong: An Applicant shows strong experience and relevant background.

3 – Moderate: An Applicant demonstrates some relevant experience or involvement.

2 – Limited: An Applicant shows minimal relevant experience.

1 – Very Limited: Applicant shows little or no relevant experience in this area.

Evaluation Categories

1. Community Involvement & Public Service (1–5)
Evidence of involvement in community work, advocacy, civic engagement, volunteer work, or service organizations.
Score: ____ /5

2. Relevant Professional or Policy Experience (1–5)
Experience related to areas such as government, law, public policy, social services, nonprofit leadership, housing, education, or community programs.
Score: ____ /5

3. Leadership Experience (1–5)
Evidence the applicant has held leadership roles such as board member, program leader, organizer, manager, or executive roles.
Score: ____ /5

4. Governance / Board Experience (1–5)
Experience serving on boards, commissions, advisory groups, or committees.
Score: ____ /5

5. Commitment to Oakland / Local Community (1–5)
Evidence the applicant has strong ties to Oakland or has been involved in the local community.
Score: ____ /5

6. Relevant Experience with Public Safety / Justice / Community Systems (1–5)
Experience related to policing, criminal justice, civil rights, housing, social services, community safety, or other systems closely connected to police oversight.
Score: ____ /5

7. Demonstrated Community Impact (1–5)
Evidence the applicant has had a meaningful impact through their work, such as organizing initiatives, leading programs, influencing policy, or creating measurable community outcomes.
Score: ____ /5

8. Overall Qualifications & Fit for the Commission (1–5)

Overall assessment of the applicant's background and whether their experience suggests they could effectively serve on the Police Commission.
Score: ____ /5

Final Score

Total Score: _____ / 40

Top 10 Recommendation

After reviewing all applications, please list the **10 applicants you recommend advancing**:

1.
2.
3.
4.
5.
6.
7.
8.
9.
10.

Please send your completed rankings back once you've finished reviewing the applications.
Thank you everyone for taking the time to go through these carefully.