

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.