NHS Selection Process:

1. Get list of potential candidates and discuss as a Faculty Council of students who have earned the 96% cumulative G.P.A. requirement.
2. Review disciplinary history of each candidate to assess the character of each individual candidate (see definition of character in 5-d).
   a. Principal will provide any disciplinary records of the candidates and reasons behind the discipline referrals of candidates during their high school careers (9^{th} grade to present) for the Faculty Council to analyze/discuss
   b. Principal will provide his/her opinion on a student's candidacy based on each student's disciplinary record
3. Distribute packets and teacher evaluations to candidates
4. Any student with an 85% or lower average on teacher evaluations will have their evaluations sent to all present teachers for further analysis of candidate
   a. NHS Teacher Evaluation Algorithm (100 points)
      i. The candidate will provide three (3) teachers of his/her choosing with the required teacher evaluation that is part of the NHS Application.
      ii. The teachers will answer all the questions that they feel comfortable answering to the best of their abilities, and as candidly as possible.
      iii. There are 20 questions in the survey, looking more closely at Character, Leadership, and Service.
      iv. Each question has a max score of 5.
      v. Highest score a candidate can obtain is a 100/100
      vi. Evaluation forms will be added together and divided by 3 to gain the mean score to go towards the applicant's final application score.

   Algorithm: Candidate's Raw Score / (Number of Questions Answered X 5)

   b. If a candidate receives lower than an 85% from the original application:
      - teacher evaluation surveys will be distributed to the student's present teachers, to complete in order to gain a more in-depth look at the candidate.
      - Once those optional evaluations are returned, the aforementioned algorithm will be used on the new evaluation.

   Secondary Algorithm: Total Raw Score from all evaluations / Total Possible Score That Could be Obtained

5. Upon collecting further teacher evaluations, Faculty Council will analyze the student packets to make final decision on candidates based on the following pillar definitions:
   a. **Scholarship -** "Scholarship means a commitment to learning. A student is willing to spend hours in reading and study, knowing the lasting benefits of a cultivated mind. We continue to learn even when formal education has ended, for education ends only with life. Knowledge is one great element in life, which leads to the highest success, and it can be acquired in only one way – through diligence and effort. Learning furnishes the lamp by which we

read and the past and the light which illuminates the future. Candidates have the charge to continually expand their world through the opportunities inherent in scholarship."

b. **Service -** "Service can be described in various ways. In the routine of the day's work, many opportunities arise to help others. Willingness to work for the benefit of those in need, without monetary compensation or without recognition, is the quality we seek in our membership. We are committed to the idea of volunteering our time and abilities to the creation of a better tomorrow."

c. **Leadership -** "Leadership should exert a wholesome influence on the school. In taking the initiative in class and school activities, the real leader strives to train and aid others to obtain the same objective. The price of leadership is sacrifice- the willingness to yield one's personal interests for the interests of others. A leader has self-confidence and will to go forward when others hesitate. No matter what power and resources may exist in a country, they are ineffectual without the guidance of a wise leader. Leadership is always needed; thus to lead is a substantive charge to each of our members and to the candidates."

d. **Character -** "Character is the force within each individual which distinguishes that person from others. It gives each one individuality. It is that without which no one can respect oneself, nor hope to attain the respect of others. It is this force of character which guides one through life and, when once developed, grows steadily. Character is achieved and not received. It is the product of constant action, daily striving to make the right choice. The problem of character is the problem of self-control. We must be, in reality, what we wish to appear to others. By demonstrating such qualities as reliability, honesty, sincerity, and taking responsibility for one's actions, we may hope to prove by example that we value character."

6. The Faculty Council will analyze the student packets to make the final decision about the candidates based on the following grading criteria:

Candidate Application (100 points in total)
- 7 parts to the application
- Parts 2 – 6 will each be worth 10 points (equaling 50 points in total)
    - o Candidate will gain 2 points for each piece of evidence that is provided for sections 1 – 5 to support their bid for membership into the National Honor Society.
        - evidence will be from starting in their 9th grade year
        - evidence prior to 9th grade year provided will be considered, but will not count towards candidate's points for the application

- *Participating in a community service event will give the candidate 2 points per year participating in said event (ex: Millville Carnival – 2020 & 2021 = 4 points instead of just 2 points)*
- *Since the National Honor Society is a community service based group, the Community Service section is the only section a student will receive multiple points for participating in the same activity multiple years.*

- Part Seven – Applicant Justification Paragraph (50 points)
  - Candidate will be expected to thoroughly explain why he/she should be selected for membership and what would make him/her a valuable addition to Millville's National Honor Society
  - Faculty Council is looking for at least ***5 reasons*** (experiences, traits, etc.) and a justification for each reason as to how that trait would make the candidate a valuable addition to Millville's National Honor Society (10 points per reason and justification provided).
    - Do not repeat yourself on the justifications
    - Do not merely state the four pillars of National Honor Society

Written Portion Point Distribution Breakdown:

a. **Traits – 25 points**
   - The Faculty Council is looking for 5 reasons as to what traits would make the candidate a valuable addition to Millville's National Honor Society
     - Each trait is worth 5 points (25 points in total)

b. **Concrete examples for each trait – 10 points**
   - The Faculty Council is looking for students to identify at least one (1) concrete example of how s/he demonstrates these traits in their personal lives
     - Each concrete example is worth 2 points per trait (10 points in total)

c. **Justification for each reason as to how that trait would make the candidate a valuable addition to Millville's National Honor Society – 15 points**
   - The Faculty Council is looking for the candidate to provide a justification for each reason as to how that trait would make the candidate a valuable addition to Millville's National Honor Society
     - Each justification is worth 3 points (15 points in total)
     - Justification should not be a blanket statement to conclude the written portion

7. Any candidate receiving lower than an 85% average (170/200) between the application packet score and the teacher evaluation score will not be admitted into Millville's National Honor Society
8. Initiates are required to complete 20 hours of service during their initiation year.

- Hours will be given to the National Honor Society Advisor by the last week of the school year.