ICCSD Financial Oversight Committee Scoring Sheet

Applicant Name: _____

Criteria	Weight	Score (1-5)	Points	Notes
Financial or Technical Expertise	x5		___/25	
Analytical Thinking & Oversight Mindset	x3		___/15	
Governance & Role Understanding	x3		___/15	
Independence & Integrity	x3		___/15	
Communication & Collaboration	x2		___/10	
Community Perspective & Representation	x2		___/10	
Commitment & Availability	x1		___/5	
Committee Composition Value	x1		___/5	

Total Score (out of 100): _____

Overall Recommendation:

☐ Highly Recommended (85–100)

☐ Recommended (70–84)

☐ Consider if needed for balance of various factors in Charter (60–69)

☐ Not Recommended (Below 60)

Additional Comments:

_____
_____
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Section 2: Rubric Definitions & Scoring Guide
ICCSD Financial Oversight Committee

Below are corresponding scores and definitions that will be used by the scoring committee in evaluating applications.

Financial & Technical Expertise
What this measures: Depth, relevance, and application of financial knowledge.

What to look for:
- Hands-on experience with budgeting, audits, or financial reporting
- Experience and levels of responsibility (support vs. leadership)
- Exposure to public, nonprofit, or complex financial environments, especially government
- Ability to connect technical expertise to oversight

Score	Description
5 – Strong	Deep, applied expertise; led financial functions; clearly translates experience into oversight insight.
4 – Above Average	Strong experience and responsibility; demonstrates practical financial judgment.
3 – Moderate	Working familiarity; has contributed to financial processes.
2 – Limited	Basic exposure without depth or ownership.
1 – Minimal	No meaningful experience demonstrated.

Analytical Thinking & Oversight Mindset
What this measures: Ability to interpret information and think critically.
What to look for:
- Evidence of asking questions or challenging assumptions
- Experience identifying trends, risks, or inconsistencies
- Comfort working with complex information
- Tone that reflects curiosity

Score	Description
5 – Strong	Demonstrates critical thinking; identifies risks; asks strong questions.
4 – Above Average	Strong analytical orientation and curiosity.
3 – Moderate	General analytical ability present.
2 – Limited	Limited examples of analysis.
1 – Minimal	No clear evidence of analytical thinking.

Governance & Role Understanding
What this measures: Understanding of oversight vs. decision-making roles.
What to look for:
- Distinction between governance, oversight, and operations

- Familiarity with board or committee roles
- Respect for process and accountability

Score	Description
5 – Strong	Clear understanding of fiduciary oversight; aligned with advisory role.
4 – Above Average	Good understanding of governance boundaries.
3 – Moderate	Basic awareness of roles.
2 – Limited	Some confusion about role.
1 – Minimal	Misunderstands purpose of oversight.

Independence & Integrity

What this measures: Objectivity and ethical conduct.

What to look for:

- Clear disclosure of potential real or perceived conflicts of interest
- Willingness to ask difficult questions
- Evidence of ethical decision-making

Score	Description
5 – Strong	Clearly independent; strong integrity; raises tough questions appropriately.
4 – Above Average	Strong ethical grounding.
3 – Moderate	Acceptable independence.
2 – Limited	Potential conflicts.
1 – Minimal	Significant concerns about objectivity.

Communication & Collaboration

What this measures: Effectiveness in communication and teamwork.

What to look for:

- Ability to explain complex ideas clearly
- Collaborative and respectful tone
- Experience working across perspectives

Score	Description
5 – Strong	Clear communicator; strengthens group discussion.
4 – Above Average	Communicates well in teams.
3 – Moderate	Adequate communication.
2 – Limited	Some communication challenges.
1 – Minimal	Weak communication evidence.

iCommunity Perspective & Representation

What this measures: Connection to ICCSD community.

What to look for:

- Local connection or lived experience
- Civic or volunteer engagement
- Awareness of public trust

Score	Description
5 – Strong	Deep community connection; brings strong perspective.
4 – Above Average	Strong awareness of local context.
3 – Moderate	General awareness.
2 – Limited	Limited connection.
1 – Minimal	No clear community link.

Commitment & Availability

What this measures: Reliability and participation capacity.

What to look for:

- Clear availability aligned with expectations
- Indications of follow-through
- Realistic understanding of commitment

Score	Description
5 – Strong	Fully committed and reliable.
4 – Above Average	Strong availability.
3 – Moderate	Reasonable availability.
2 – Limited	Some concerns.
1 – Minimal	Insufficient availability.

Committee Composition Value

What this measures: Contribution to overall balance.

What to look for:

- Unique expertise or perspective
- Gaps filled within the group
- Contribution to diversity of thought

Score	Description
5 – Strong	Fills critical gap; strengthens committee significantly.
4 – Above Average	Adds meaningful complementary value.
3 – Moderate	Adds value but not uniquely.
2 – Limited	Limited differentiation.
1 – Minimal	Does not strengthen composition.