

Board Seat Selection Rubric

(State Board of Sign Language Interpreters – Maryland)

1. Professional Qualifications (25 points)

Assesses alignment with licensing and workforce standards emphasized in the bill.

- Certification status (RID/NIC or equivalent) (0–10)
 - Years of interpreting experience (0–5)
 - Specialized expertise (e.g., medical, legal, educational interpreting) (0–5)
 - Knowledge of Maryland licensure requirements (0–5)
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2. Representation & Lived Experience (20 points)

Reflects the importance of diverse and balanced board membership.

- Deaf / Hard-of-Hearing representation (0–10)
 - ASL user / community member perspective (0–5)
 - Experience working with diverse populations (rural, Eastern Shore, etc.) (0–5)
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3. Geographic Equity (15 points)

Addresses regional workforce gaps (especially Eastern Shore shortages).

- Residence or professional work on the Eastern Shore (0–10)
 - Understanding of regional interpreter shortages / cross-state reliance (e.g., Delaware) (0–5)
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4. Workforce Development & Education (15 points)

Aligns with pipeline-building goals tied to interpreter training programs.

- Experience in interpreter education/training programs (0–5)
 - Mentorship / supervision of interpreters or students (0–5)
 - Commitment to expanding Maryland-based interpreter pipeline (0–5)
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5. Governance & Board Readiness (15 points)

Ensures effective participation in a regulatory board.

- Prior board, commission, or leadership experience (0–5)
 - Understanding of ethics, compliance, and regulatory oversight (0–5)
 - Ability to review policy, adjudicate complaints, and make licensing decisions (0–5)
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6. Stakeholder Collaboration (10 points)

Supports coordination across systems impacted by interpreter access.

- Experience working with state agencies, schools, healthcare systems, or courts (0–5)
 - Ability to engage constructively with Deaf community and interpreter community (0–5)
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Scoring Guide

- 90–100 Highly qualified (ideal board candidate)
 - 75–89 Strong candidate (minor gaps)
 - 60–74 Moderate (may fill specific seat category)
 - Below 60 Not recommended at this time
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Required Seat Balancing Considerations

In addition to scoring, ensure final board composition reflects:

- Mix of certified interpreters + Deaf community members
 - Regional diversity (especially Eastern Shore representation)
 - Variety of practice settings (education, healthcare, legal)
 - Inclusion of early-career + senior professionals
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Optional Add-On (Highly Recommended)

You can include a priority weighting adjustment if your goal is workforce expansion:

- +5 bonus points for candidates committed to serving rural/Eastern Shore regions
 - +5 bonus points for candidates involved in interpreter training pipelines
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If you want, I can tailor this rubric specifically for:

- a Governor’s appointment packet,
- a university-affiliated advisory board, or
- a scoring sheet you can hand to a selection committee (with checkboxes).

Board scoring sheet:

Here is a clean, ready-to-use scoring sheet version you can print or share with a selection committee:

Board Seat Candidate Scoring Sheet

Maryland State Board of Sign Language Interpreters

Candidate Name: _____

Date: _____

Reviewer Name: _____

1. Professional Qualifications (25 points)

Criteria	Score	Notes
Certification (RID/NIC or equivalent) (0–10)	_____	_____
Years of interpreting experience (0–5)	_____	_____
Specialized expertise (0–5)	_____	_____
Knowledge of MD licensure requirements (0–5)	_____	_____
Subtotal	_____ / 25	

2. Representation & Lived Experience (20 points)

Criteria	Score	Notes
Deaf / Hard-of-Hearing representation (0–10)	_____	_____

ASL user/community perspective (0–5)	_____	_____
Experience with diverse populations (0–5)	_____	_____
Subtotal	_____ / 20	

3. Geographic Equity (15 points)

Criteria	Score	Notes
Eastern Shore residence/work (0–10)	_____	_____
Understanding of regional shortages / reliance on out-of-state interpreters (0–5)	_____	_____
Subtotal	_____ / 15	

4. Workforce Development & Education (15 points)

Criteria	Score	Notes
Interpreter education/training experience (0–5)	_____	_____
Mentorship/supervision experience (0–5)	_____	_____
Commitment to MD interpreter pipeline (0–5)	_____	_____
Subtotal	_____ / 15	

5. Governance & Board Readiness (15 points)

Criteria	Score	Notes
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Board/leadership experience (0–5)	_____	_____
Ethics/compliance understanding (0–5)	_____	_____
Policy & licensing decision readiness (0–5)	_____	_____
Subtotal	_____ / 15	

6. Stakeholder Collaboration (10 points)

Criteria	Score	Notes
Experience with agencies/systems (0–5)	_____	_____
Engagement with Deaf & interpreter communities (0–5)	_____	_____
Subtotal	_____ / 10	

Bonus Points (Optional)

Criteria	Score	Notes
Commitment to Eastern Shore/rural service (+0–5)	_____	_____
Involvement in interpreter training pipeline (+0–5)	_____	_____
Bonus Total	_____ / 10	

Final Score

Total Score (without bonus): _____ / 100
 Bonus Points: _____ / 10
 Final Score: _____ / 110

Recommendation

- Highly Qualified (90–100)
 - Strong Candidate (75–89)
 - Moderate (60–74)
 - Not Recommended (<60)
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Reviewer Comments

While the board plays a critical advisory role, the Appointment Office ultimately makes the final decision. The board’s recommendations carry significant weight, given the level of expertise represented. GODHH current administration aims to provide some framework and some form of transparency and I think this would help the community understand the appointment process.

To be considered for appointment, questions or concerns, please email sbslimd@gmail.com and or gov.odhh@maryland.gov.