NEW HAMPSHIRE DEPARTMENT OF SAFETY

Division of Fire Standards and Training & Emergency Medical Services

Instructor Mentoring Rubric

Instructor Presentation

Instructions. Use this rubric as a guide for completing the online Instructor Evaluation Form. Select the options on the form that best match the instructor candidate's performance.

1 - Unacceptable	2 - Needs Improvement	3 - Satisfactory	4 - Exceptional
Definition : The instructor's presentation and demonstrations are unclear, disorganized, and fail to convey subject matter effectively. There is little to no engagement with the audience, and key concepts are often misunderstood or missed.	Definition : The instructor's presentation and demonstrations are basic and somewhat organized but lack dynamism and may only partially engage students. Key concepts are covered but not thoroughly explored.	Definition : The instructor's presentation and demonstrations are clear, wellorganized, and effectively convey the subject matter. The instructor engages the audience, and key concepts are understood by most students.	Definition : The instructor's presentation and demonstrations are exceptionally engaging, clear, and wellorganized, making complex subject matter accessible and interesting. The instructor excels in audience engagement, and students gain a deep understanding of key concepts.
 Indicators: Demonstrates poor communication skills and lack of clarity in presentation. Shows inability to engage or maintain interest among students. Fails to effectively demonstrate key concepts or skills. Lacks the use of visual aids or utilizes them ineffectively. 	Shows basic communication skills but struggles with engaging storytelling or explanations. Occasionally engages students but fails to maintain consistent interest. Demonstrates key concepts or skills with limited effectiveness. Uses visual aids, but their impact on learning is minimal.	Exhibits clear and effective communication skills. Regularly engages students and maintains their interest throughout the session. Successfully demonstrates key concepts or skills, ensuring student comprehension. Uses visual aids effectively to enhance learning and retention.	 Indicators: Demonstrates outstanding communication skills, with the ability to make complex topics easily understandable. Consistently engages and captivates students, sparking curiosity and active participation. Excels in demonstrating key concepts or skills with creativity and clarity, ensuring high levels of comprehension and skill acquisition. Innovatively uses a variety of visual aids to significantly enhance understanding and retention of information.

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