

ORDER OF THE ARROW • Section 7b Conclave 2020
Pre-Ordeal Ceremony Evaluation Rubric

The current edition of the ceremony text must be used for all evaluations.

| CATE- GORY | SKILL | RATING | | |
|---------------|---|--|---|--|
| | | Fair | Quality | Excellent |
| Technical | Memorization | 8+ Minor Mistakes 1+ Major Mistakes | 5–7 Minor Mistakes 0 Major Mistakes | 0–4 Minor Mistakes 0 Major Mistakes |
| | Minor Mistake: Changing “and” to “a”; dropping “a”, “an”, “the”; transposing two words. Major Mistake: Transposing sentences; dropping an entire clause or sentence; rewording sentences, etc. | | | |
| | Movements | 5+ Minor Mistakes 1+ Major Mistakes | 2–4 Minor Mistakes 0 Major Mistakes | 0–1 Minor Mistakes 0 Major Mistakes |
| | Minor Mistake: Principals take 4 steps from fire; K shooting arrow from the wrong position. Major Mistake: Principals walk counterclockwise around circle; anyone but K leaves the circle. | | | |
| Physical | Bearing | Little to no candidate eye contact. Closed body language. Does not give speaker unbroken attention. | More often than not: engages candidates & principals with eye contact AND body language. Gives speaker unbroken attention. | Consistently engages candidates & principals with eye contact, body language, & facial expressions. Gives speaker unbroken attention. |
| | Gestures | Gestures are absent, meaningless, and/or distracting. | Gestures are generally obvious in reinforcing spoken words, but some gestures are unnecessary and/or confusing. | Gestures are both intuitively obvious and judiciously to reinforce spoken words. |
| Verbal | Clarity | Words are incorrectly pronounced and/or syllables are not clearly enunciated. Rate is very fast or slow, compromising candidate focus. Projection is inadequate for venue. | Words are generally spoken correctly and with clear enunciation. Rate does not compromise candidate understanding or attention. Projection is adequate for venue. | Words are spoken conversationally while remaining consistently clear and correct. Rate modulates with purpose. Projection is adequate for venue. |
| | Expressiveness | No feeling; monotone; and/or no emphasis. | More often than not: tone is changed to match content of words, and emphasis is placed on words/clauses with purpose. | Consistently speaks naturally. Tone and emphasis are changed thoughtfully and purposefully. |

Individual Ceremonialist Rating Standards

- **FAIR:** Ceremonialist rates **Fair** in either *Memorization* OR *Movements*; OR rates **Fair** in two out of the remaining four skills (even if receiving **Quality** or above in *Memorization* and *Movement*).
- **QUALITY:** Ceremonialist rates at least **Quality** in both *Memorization* AND *Movements*; AND rates at least **Quality** in three out of the remaining four skills.
- **EXCELLENT:** Ceremonialist rates **Excellent** in both *Memorization* AND *Movements*; AND rates at least **Excellent** in two out of the remaining four skills and NO Fair skills.

| | |
|--|--|
| Section Quality Team | Section Honor Team |
| <ul style="list-style-type: none"> • All team members must be rated Quality or Excellent. | <ul style="list-style-type: none"> • At least three team members must be rated Excellent. • No more than one team member may be rated Quality. • No team member may be rated Fair. |

| Ceremonialist Overall Rating (circle one rating for each principal) | | | | TEAM CERTIFICATION (circle one) |
|---|------|---------|-----------|------------------------------------|
| Nutiket | FAIR | QUALITY | EXCELLENT | |
| Meteu | FAIR | QUALITY | EXCELLENT | |
| Allowat Sakima | FAIR | QUALITY | EXCELLENT | |
| Kichkinet | FAIR | QUALITY | EXCELLENT | |
| | | | | None |
| | | | | Section Quality |
| | | | | Section Honor |

ORDER OF THE ARROW • Section 7b Conclave 2020
Brotherhood Ceremony Evaluation Rubric

The current edition of the ceremony text must be used for all evaluations.

| CATE- GORY | SKILL | RATING | | |
|---------------|---|--|---|--|
| | | Fair | Quality | Excellent |
| Technical | Memorization | 8+ Minor Mistakes 1+ Major Mistakes | 5–7 Minor Mistakes 0 Major Mistakes | 0–4 Minor Mistakes 0 Major Mistakes |
| | Minor Mistake: Changing “and” to “a”; dropping “a”, “an”, “the”; transposing two words. Major Mistake: Transposing sentences; dropping an entire clause or sentence; rewording sentences, etc. | | | |
| | Movements | 5+ Minor Mistakes 1+ Major Mistakes | 2–4 Minor Mistakes 0 Major Mistakes | 0–1 Minor Mistakes 0 Major Mistakes |
| | Minor Mistake: Nutiket placing stick on fire at the wrong time; moving to candles before the text states. Major Mistake: Burden placed on wrong shoulder; movements don’t match diagrams; Meteu doesn’t sheath knife after saying, “...cut their palms”; Allowat Sakima does not reveal bars, as detailed in the text. | | | |
| Physical | Bearing | Little to no candidate eye contact. Closed body language. Does not give speaker unbroken attention. | Engages candidates & principals with eye contact AND body language, . Gives speaker unbroken attention. | Consistently engages candidates & principals with eye contact, body language, & facial expressions. Gives speaker unbroken attention. |
| | Gestures | Gestures are absent, meaningless, and/or distracting. | Gestures are generally obvious in reinforcing spoken words, but some gestures are unnecessary and/or confusing. | Gestures are both intuitively obvious and judiciously to reinforce spoken words. |
| Verbal | Clarity | Words are incorrectly pronounced and/or syllables are not clearly enunciated. Rate is very fast or slow, compromising candidate focus. Projection is inadequate for venue. | Words are generally spoken correctly and with clear enunciation. Rate does not compromise candidate understanding or attention. Projection is adequate for venue. | Words are spoken conversationally while remaining consistently clear and correct. Rate modulates with purpose. Projection is adequate for venue. |
| | Expressiveness | No feeling; monotone; and/or no emphasis. | More often than not: tone is changed to match content of words, and emphasis is placed on words/clauses with purpose. | Consistently speaks naturally. Tone and emphasis are changed thoughtfully and purposefully. |

Individual Ceremonialist Rating Standards

- **FAIR:** Ceremonialist rates **Fair** in either *Memorization* OR *Movements*; OR rates **Fair** in two out of the remaining four skills (even if receiving **Quality** or above in *Memorization* and *Movement*).
- **QUALITY:** Ceremonialist rates at least **Quality** in both *Memorization* AND *Movements*; AND rates at least **Quality** in three out of the remaining four skills.
- **EXCELLENT:** Ceremonialist rates **Excellent** in both *Memorization* AND *Movements*; AND rates at least **Excellent** in two out of the remaining four skills and NO Fair skills.

| | |
|--|--|
| Section Quality Team | Section Honor Team |
| <ul style="list-style-type: none"> • All team members must be rated Quality or Excellent. | <ul style="list-style-type: none"> • At least three team members must be rated Excellent. • No more than one team member may be rated Quality. • No team member may be rated Fair. |

| Ceremonialist Overall Rating (circle one rating for each principal) | | | | TEAM CERTIFICATION (circle one) |
|---|------|---------|-----------|------------------------------------|
| Nutiket | FAIR | QUALITY | EXCELLENT | |
| Meteu | FAIR | QUALITY | EXCELLENT | |
| Allowat Sakima | FAIR | QUALITY | EXCELLENT | |
| | | | | |
| | | | | None |
| | | | | Section Quality |
| | | | | Section Honor |

ORDER OF THE ARROW • Section 7b Conclave 2020
Pre-Vigil Ceremony Evaluation Rubric

The current edition of the ceremony text must be used for all evaluations.

| CATE- GORY | SKILL | RATING | | |
|---------------|-----------------------|---|---|--|
| | | Fair | Quality | Excellent |
| Technical | Memorization | 8+ Minor Mistakes 1+ Major Mistakes | 5–7 Minor Mistakes 0 Major Mistakes | 0–4 Minor Mistakes 0 Major Mistakes |
| | | Minor Mistake: Changing “and” to “a”; dropping “a”, “an”, “the”; transposing two words. Major Mistake: Transposing sentences; dropping an entire clause or sentence; rewording sentences, etc. | | |
| | Movements | 3+ Minor Mistakes 1+ Major Mistakes | 2 Minor Mistakes 0 Major Mistakes | 0–1 Minor Mistakes 0 Major Mistakes |
| | | Minor Mistake: Added movements that are unnecessary or confuse the candidate. Major Mistake: Leaving the Vigil site earlier or later than prescribed in the text. | | |
| Physical | Bearing | Little to no candidate eye contact. Closed body language. | More often than not: engages candidates & principals with eye contact AND body language. | Consistently engages candidates & principals with eye contact, body language, & facial expressions. |
| | Gestures | Gestures are absent, meaningless, and/or distracting. | Gestures are generally obvious in reinforcing spoken words, but some gestures are unnecessary and/or confusing. | Gestures are both intuitively obvious and judiciously to reinforce spoken words. |
| Verbal | Clarity | Words are incorrectly pronounced and/or syllables are not clearly enunciated. Rate is very fast or slow, compromising candidate focus. Projection is inadequate for venue. | Words are generally spoken correctly and with clear enunciation. Rate does not compromise candidate understanding or attention. Projection is adequate for venue. | Words are spoken conversationally while remaining consistently clear and correct. Rate modulates with purpose. Projection is adequate for venue. |
| | Expressiveness | No feeling; monotone; and/or no emphasis. | More often than not: tone is changed to match content of words, and emphasis is placed on words/clauses with purpose. | Consistently speaks naturally. Tone and emphasis are changed thoughtfully and purposefully. |

Ceremonialist Rating Standards

- **FAIR:** Ceremonialist rates **Fair** in either *Memorization* OR *Movements*; OR rates **Fair** in two out of the remaining four skills (even if receiving **Quality** or above in *Memorization* and *Movement*).
- **QUALITY:** Ceremonialist rates at least **Quality** in both *Memorization* AND *Movements*; AND rates at least **Quality** in three out of the remaining four skills.
- **EXCELLENT:** Ceremonialist rates **Excellent** in both *Memorization* AND *Movements*; AND rates at least **Excellent** in two out of the remaining four skills and NO Fair skills.

| | |
|---|---|
| <u>Section Quality Ceremonialist</u> • Ceremonialist is rated Quality , overall. | <u>Section Honor Ceremonialist</u> • Ceremonialist is rated Excellent , overall. |
|---|---|

| Ceremonialist Overall Rating (circle one rating) | | | | CEREMONIALIST CERTIFICATION (circle one) |
|--|------|---------|-----------|--|
| Vigil Chief | FAIR | QUALITY | EXCELLENT | |
| | | | | |
| | | | | |
| | | | | None |
| | | | | Section Quality |
| | | | | Section Honor |

Ceremony Evaluation Guidelines

The SKILLS in the evaluation rubric identify the means by which ceremonialists engage and inspire candidates with the gift of the Admonition. The purpose of the evaluation is to model the giving of that gift by validating each ceremonialist's service and by providing clear, actionable guidance on how to better employ these skills. The rubric and these guidelines define a shared, specific vocabulary and rating standards for use by ceremonialists, advisers, and evaluators across the Order of the Arrow.

Skill Ratings: Definitions & Criteria

- No alterations or additions to the ceremonial text are permitted.
- "Minor errors" are small deviations from the text that do not compromise the meaning of the words or movements or the symbolic nature of the words or movements.
- "Major errors" are deviations from the text that confuse or distract candidates or compromise the intended meaning and symbolism of the words and movements.

Technical

Memorization: Applies to all ceremonial text spoken to candidates by a principal, elangomat, nimat, or guide.

Movements: Applies to all directions specified by the ceremony's notes and diagrams. These include, but are not limited to, entering and moving within the circle, guiding candidates, handling and displaying tokens, and conducting the seals.

Physical

Bearing: Applies to the nonverbal personification of a principal such as:

- Walking or moving about the ceremony circle (rate, natural/unnatural)
- Physical stance, posture, and orientation (crossed arms is closed body language but arms *not* crossed is open; looking at speaker)
- Eye contact with candidates or speaking principal
- Facial expressions
- Interaction with candidates and other principals

Gestures: Physical motions that highlight, describe, or more clearly define the spoken words and are intuitively obvious to the candidate. (Motions without meaning or motions understood by the principal but not by the candidate are harmful distractions not helpful gestures.)

Verbal

Clarity: "Technical speech," the mechanical aspects of speech, such as:

- Pronunciation: *Are words spoken correctly & syllables fully pronounced?*
- Projection: *Can all present clearly hear the speaker?*
- Rate: *Can a candidate readily understand without losing attention?*
- Phrasing: *Are words grouped into logical ideas and presented in full sentences or obscured by choppy "lines?"*

Expressiveness: "Non-technical speech," the manipulation of *tone, volume, pauses*, and other vocal inflection used to illustrate or emphasize:

- Feelings (such as, *solitude, sadness, resolve, strength, joy*)
- Images (such as, *elements of nature, living in community*)
- Ideas (such as, *choice, brotherhood, cheerfulness, service, ignorance,*