



Summer Nurse Intern Application Essay Rubric Scoring

Instructions: Read each question carefully before answering. Essays are scored using the rubric below. Much of the essay is scored based on how many months or years of experience you have. When writing your answers, be very clear about what your experiences were and the dates you performed them. If you want to make a list within the essay to make dates and experiences clear, please do so.

Question	Guidance	Scoring					
		5	4	3	2	1	0
What has been your experience working with children?	Includes work and volunteer experience with kids like babysitting, nannying, coaching, tutoring, pediatric clinicals, etc. Scored by how many years of experience you have.	More than 5 years' experience	3-5 years of experience	2-3 years of experience	1-2 years of experience	Less than 1 year of experience	No experience or not answered
How have you demonstrated a commitment to helping others of all ages?	Includes work and volunteer experience with all ages for the well-being of others. Scored by how many years of experience you have.	More than 5 years' experience	3-5 years of experience	2-3 years of experience	1-2 years of experience	Less than 1 year of experience	No experience or not answered
How would you make an impact at Children's Minnesota which would be unique from anyone else?	Share something special that you will bring to Children's gained through personal experience or learning. Share how it will impact Children's if you are hired as an intern.	Shows extensive impact in multiple ways and personal experience	Shows impact & personal experience	Shows impact in multiple ways	Shows impact in one way	Shows little impact	No impact or question not answered
Why is fostering and supporting a diverse and inclusive environment important? Share an example.	Provide example(s) of cultural competence and understanding of differences such as religion, age, gender, cultural, socioeconomic, etc.	Shared examples and had a specific role	Shared multiple personal examples	Shared 1 personal experience	Shared an impersonal experience	Shared thoughts but no examples	No understanding or question not answered.



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		leading in this space.					
What values and behaviors guide you as a nursing student?	Show understanding of Children's Minnesota Values	Related to all 5 values	Related to 4 values	Related to 3 values	Related to 2 values	Related to 1 value	Did not relate to any values or did not answer.