

Mary Romney-Schaab Justice & Equity in Language Education Award

5-Point Evaluation Rubric

Criterion	5 – Exemplary	4 – Strong	3 – Satisfactory	2 – Limited	1 – Insufficient
Commitment to Justice & Equity in Language Education	Demonstrates sustained, transformative leadership in justice- and equity-centered language education with clear, long-term impact at institutional, community, or field levels. Work reflects antiracist, multilingual, and access-oriented practices.	Demonstrates consistent and meaningful engagement in justice and equity work with clear outcomes and influence beyond the applicant’s immediate context.	Demonstrates involvement in justice and equity initiatives with some evidence of impact, though scope or depth is limited.	Shows emerging or sporadic engagement with justice and equity efforts; impact is minimal or unclear.	Little to no evidence of meaningful justice or equity-focused work in language education.
Alignment with TESOL Mission, Values, and DEIA Commitments	Work clearly and explicitly advances TESOL’s mission and core values (Respect, Professionalism, Integrity), with strong alignment to DEIA priorities	Work aligns well with TESOL mission and values, with clear attention to equity, multilingualism, and inclusion.	General alignment with TESOL mission and values, though connections to DEIA commitments are implicit rather than explicit.	Limited alignment with TESOL mission or values; DEIA connections are weak or underdeveloped.	No clear alignment with TESOL mission, values, or DEIA commitments.

	and strategic focus areas.				
Impact, Innovation, and Leadership Potential	Demonstrates innovative approaches, thought leadership, and clear potential to influence the field; applicant serves as a mentor or leader for underrepresented colleagues.	Demonstrates strong leadership and promising innovation with evidence of professional influence and mentorship.	Demonstrates competence and emerging leadership, though innovation or broader influence is limited.	Limited evidence of leadership or innovation; work primarily benefits a narrow audience.	No evidence of leadership, innovation, or professional influence.
Quality and Strength of Application Materials	All materials are exceptionally clear, well-organized, compelling, and professionally presented; examples strongly substantiate claims	Materials are clear, complete, and well-written; examples support claims with minor gaps.	Materials meet basic requirements; clarity or coherence may be uneven.	Materials are incomplete, unclear, or weakly connected to the award's purpose.	Materials are missing, poorly prepared, or fail to address required components.

	of impact and excellence.				
Potential Contribution to TESOL Community and Knowledge Dissemination	Proposed or demonstrated contributions (e.g., convention presentation, symposium, webinar) show high potential to advance dialogue, practice, and community learning around justice and equity.	Contributions are relevant and valuable to the TESOL community with clear plans for dissemination.	Contributions are appropriate but limited in reach or impact.	Contributions are minimally developed or weakly connected to TESOL community engagement.	No clear contribution to TESOL community or knowledge dissemination.