SELECTION CONSIDERATIONS

Start with the end in mind...

Who is your ideal scholarship candidate and why?

Who will be involved in the selection process and why?

What are the top criteria you use, or should be using, to determine awards?

- Financial need, unmet financial need? What does "need" mean?
- First-time college enrollment?
- Degree completion?
- Type of degree?
- Allowable expenses?
- Merit? What does that mean?
- If combination, are you weighting certain aspects of the application?

Is there any type of student you wouldn’t fund? Why? Will you make exceptions?

Do you have a “fair and objective process?”

APPLICATION ALIGNMENT

Based on SELECTION criteria, to what degree does the application meet your needs? Do you have the right information to begin evaluating the candidates?

Are you collecting unnecessary information that is not related to qualification or selection?

Common application in the Scholarship Guide

- Need vs. nice

Develop timeline for award process

- When will the application be available?
- When is it due for review by the selection committee? Is there ample time?
- Will there be interviews? If so, WHY. If not, WHY Not? Pros and Cons.

Data management - due diligence, requirements, risks

- Applicant data
- Judging/selection data
- Recipient data
- Disbursement data
- Records retention
THEN...SELECTION PROCESS

Implementation of selection process
- Who will organize applications & data? Who will distribute and collect applications and evaluations?
- Who will be on the selection team? Have they received the requisite instruction and training? Plans for turnover? Do they understand and use common terminology?
- How will you review & score applications? Blind review, collective review, rubrics, weighting, scores, voting?
- What plans are in place, if any, to prevent bias?
- How will you follow your own policies while allowing for exceptions or professional judgement?
- Where does the process take place? Remotely, in person, in committee?

Does your process match your intent?
Do you want to be more or less objective or subjective?

IN THE REAL WORLD...

What matters most to Kids’ Chance?
- The “story” or answers to open-ended questions: Are you rating based on college-level writing or merely the content?
- Is it filling the “bucket” of unmet need? Does your committee agree on what need is/means?
- How will you consider academic success/proof? To what degree does it matter?

IN THE REAL WORLD...

IN THE REAL WORLD...

Source: NSPA

IN THE REAL WORLD...

“[The Two Questions: Will this student be able to complete her or his academic goal? Compared to other applicants, will investing in this student make a more significant difference to the student and to the community?]”

Source: NSPA

IN THE REAL WORLD...

IN THE REAL WORLD...

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IN THE REAL WORLD...

Source: NSPA
THANK YOU!

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