

Oregon HOSA Judge Expectations & Guidelines

Thank you for volunteering as a judge for Oregon HOSA. Your guidance helps prepare the next generation of healthcare professionals to be college- and career-ready. These guidelines will help ensure a fair, consistent, and positive experience for all participants.

General Items

- Students will follow the HOSA Dress Code. Judges should wear business professional or business casual attire.
- Arrive early to allow time for check-in and orientation. If delayed or unable to attend, contact the on-site judge coordinator.
- Silence devices and minimize distractions so participants have your full attention.
- Wear your name badge visibly throughout the event.

Empowering Students

- Treat all participants fairly and respectfully, regardless of race, religion, sex, national origin, age, disability, sexual orientation, or socio-economic status.
- Many participants may be experiencing a professional evaluation for the first time. Help make the experience educational, supportive, and confidence-building.
- If you know a participant, notify the judge coordinator immediately to avoid a conflict of interest.

Judging Procedures

- Verify that participant names match your evaluation form.
- Follow all time limits and event-specific instructions.
- Know your assigned judge role and maintain consistency in tone, questions, and attention.
- Base all scoring on the HOSA event guidelines. Do not interrupt presentations or make personal commentary.
- Only materials allowed in the event guidelines (e.g., portfolios, visual aids) may be used or shown.

Scoring & Feedback

- For the first 2–3 presentations, you may keep notes on scratch paper to get a feel for scoring before finalizing on the scantron.
- Score independently; do not discuss participants or scores with other judges.
- Take notes and score as you go—do not wait until the end of the event.
- Do not provide verbal feedback. Simply thank participants. Comments like “great job” can unintentionally imply ranking.
- Avoid perfect scores; scoring should reflect effort and adherence to rubric, not experience level.
- Apply the same scoring expectations consistently for all participants.

Support & Expectations

Event coordinators and advisors are available on-site to manage logistics and answer questions. All competitive events follow HOSA National Competitive Event rules, and judges must adhere to these standards to maintain fairness. Thank you for your time, professionalism, and commitment to shaping Oregon’s future healthcare leaders!