

CANDIDATE PACKET
for
2025 – 2026
PENN HOSA EXECUTIVE COUNCIL



PENN HOSA – FUTURE HEALTH PROFESSIONALS
www.pahosa.org

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Checklist for State Officer Application

Candidate's Name: _____

School: _____

Chapter: _____

Preferred Office: _____

NOTE: The Nominating Committee reserves the right to change any candidate from the preferred office originally selected with the candidate's consent thus affording the committee the ability to slate the candidate for an office on the Executive Council.

The following items **MUST** be included as part of the State Officer Application Packet and submitted by **February 19, 2025:**

1. _____ Checklist for State Officer Application
 2. _____ State Officer Candidate Application
 3. _____ Memorandum of Understanding with required signatures
 4. _____ Unofficial Transcript of Grades
 5. _____ Officer Candidate Essay
 6. _____ State Officer Permission Form
 7. _____ PENN HOSA State Officer Code of Conduct
 8. _____ PENN HOSA State Officer Medical Liability Release Form
 9. _____ Copy of chapter affiliation form with candidate's name highlighted (verifies candidate is a HOSA member)
- Check off completed items as you assemble them for the application.
 - Make copies of all forms for yourself and advisor.
 - The State Officer Coordinator will review all application for completeness. Any missing information will result in deduction of points from the grading rubric. The rubric can be found in the appendices.

The State Officer Application Packet contains some very important information. Please carefully read and review all information prior to completing the necessary forms. Once you have thoroughly reviewed the packet and completed all necessary forms, please **SUBMIT ONLINE** by **February 19, 2025** to:

ONLINE SUBMISSION PROCESS

via

<https://form.jotform.com/mhendersonhosa/2025-officer-application>

Procedure for Becoming a Member of the PENN HOSA Executive Council (State Officer)

1. Only two (2) secondary or post-secondary/collegiate student members may run for office per school.
2. Candidates must have at least sophomore classification in high school and have a minimum of a 2.0 GPA on a 4-point scale.
3. It is to the candidate's advantage to have had local officer experience, although it is not required.
4. Any secondary or post-secondary/collegiate student member who wants to be considered as a candidate for a PENN HOSA state office must:
 - a. Complete the State Officer Candidate Application.
 - b. Sign and obtain required signatures for the Memorandum of Understanding.
 - c. Submit an unofficial school transcript.
 - d. Write an essay.
 - e. Return the completed Permission, Code of Conduct, and Medical Liability Release Forms.
 - f. Provide verification of HOSA membership.
 - g. Meet the required imposed date of **February 19, 2025** to have all required information to the State Officer Coordinator.
 - h. **Take an officer candidate test online prior to the State Leadership Conference (SLC) during the pre-conference testing period, March 3-7, 2025.**
 - i. Be present at the Officer Candidate Screening by the Nominating Committee to 1) be interviewed, 2) present an elevator speech on how to market HOSA, 3) answer two (2) fishbowl-style questions, and 4) recite the HOSA Creed.
 - j. Participate in the Meet the Candidates Session
 - k. Give a candidate speech at the House of Delegates Business Session.
5. The candidate may be asked to "run" for an office not originally selected. The Nominating Committee and the State Officer Coordinator shall have the authority to slate a candidate for a position other than the preferred office listed on their application.

- a. Based on the submitted application, candidate screening, and written test results, a slate for officer candidates will be prepared for presentation to the House of Delegates.
6. The offices available for candidacy are:
- a. President
 - b. Vice President
 - c. Post-Secondary/Collegiate Vice President
 - d. Regional Vice Presidents (preferably from a chapter in stated Region; check PENN HOSA Directory for this information)
 - i. Eastern Region
 - ii. Central Region
 - iii. Western Region
 - e. Secretary
 - f. Historian
7. **TEST**
- a. The candidate must take the officer candidate test online during the pre-conference testing period, March 3-7, 2025, before the State Leadership Conference.
 - b. **A minimum score of 60% must be achieved to proceed to the candidate screening/interview.**
8. **Competition**
- a. **An officer candidate may not compete in any competitive event** due to your involvement at the State Leadership Conference (SLC).
Exception: Participation in Recognition Events (e.g., Barbara James Service Award, HOSA Service Project, etc.) and the Healthcare Issues Exam is permitted.
9. **Candidate Screening**
- a. Each candidate will be screened by the Nominating Committee on Day 1 of the SLC. The screening will include the following:
 - i. present an elevator speech on how to market HOSA,
 - ii. answer 2 fishbowl-style questions
 - iii. recite the HOSA Creed
 - b. Each candidate *may* be asked to recite their application essay to the Nominating Committee on Day 1 during the Candidate Screening.
10. **Candidate Speech:**
- a. Each candidate will be asked to present a **2-3 minute speech** during the House of Delegates Business Session. Each candidate will be stopped at the end of three minutes whether or not the speech has been presented in its entirety.
 - i. The speech should:
 1. Be biographical.
 2. Share your leadership qualities and experiences (these should be pertinent to any office held since the Nominating

Committee may slate you in an office other than the one for which you are applying).

3. Include a commitment to serve PENN HOSA as a State Officer.
4. Not include props, posters or costumes.

11. Campaigning at SLC:

- a. Campaigning for office may take place ***after*** the House of Delegates orientation and Candidate Screening on Day 1. No candidate may campaign prior to the State Leadership Conference.
- b. There will be a Meet the Candidates Session on Day 2 in the morning before the House of Delegates Business Session. This session is mandatory for all candidates and voting delegates.
- c. Campaign materials may be distributed but not displayed on hotel structures.
- d. Verbal campaigning is encouraged.
- e. Cost of campaigning materials is not to exceed \$50.00.
- f. Campaigning materials may not be distributed during or in the same room as scheduled SLC program activities, including but not limited to all general sessions, symposiums, Bingo Bash, competitive events, and meals.
- g. Any candidate who violates the campaign guidelines stipulated above may be subject to removal from the slate for office at the discretion of the State Officer Coordinator and State Advisor or Executive Director.

12. Election:

- a. The election will occur during the House of Delegates' Business Session where delegates elect the officers by ballot.
- b. The winning candidate must be declared by a majority vote (51%).

13. Installation of Officers:

- a. Officers will be installed at the Recognition Session on Day 2 of the SLC and will assume all responsibilities upon the conclusion of the SLC.

14. Attire

- a. **MUST** be in official HOSA uniform or suit option per SLC dress code regulations. Candidates are encouraged to discuss this with their advisors.
- b. If not wearing an official HOSA uniform then candidate must:
 - i. have an official HOSA patch purchased from MARKET PLACE stitched loosely to their navy blue suit; patch may not be pinned to suit jacket.
 - ii. Wear an official HOSA accent
 1. Accent for female members — maroon HOSA scarf or tie is optional
 2. Accent for male members — maroon long tie (must wear tie)

- c. **An official HOSA Uniform is required of all elected State Officers and MUST be purchased by May 1st from Market Place (Awards Unlimited) the official HOSA supply company.** Refer to PENN HOSA SLC Dress Code on the State website at www.pahosa.org for details about the Official HOSA uniform or to the national website at www.hosa.org.

Study Guide for Officer Test

Knowing information about the listed areas will help the officer candidate prepare for the written test to be taken as part of the candidacy process at the PENN HOSA SLC. By no means is it an all- inclusive list of questions that could be on the test. PENN HOSA-Future Health Professionals wishes you the best as you prepare for the test!

References for Study Guide:

Robert's Rules of Order
Sections A and C of the HOSA Handbook
HOSA Competitive Events

Major Divisions of Study:

1. HOSA
 - a. Location of HOSA office
 - b. Positions of HOSA Executive Council
 - c. HOSA Creed
 - d. HOSA Motto

2. PENN HOSA
 - a. History
 - b. Positions of Executive Council (state officers)
 - c. Positions of PENN HOSA, Inc. Board members
 - d. Date PENN HOSA and Penn HOSA Foundation was chartered
 - e. Duties of the Executive Council Members

3. PARLIAMENTARY PROCEDURES
 - a. Commonly used motions
 - b. Title of formal rules used for meetings
 - c. Names of official committees for PENN HOSA
 - d. Definition of minutes
 - e. Duties of delegates
 - f. Parliamentary terms
 - i. Adjourn
 - ii. Convene
 - iii. Move
 - iv. Question
 - v. Lay on the table

Sample test questions are included on the following page for your reference. The answers are not provided so this will really test your knowledge!

SAMPLE TEST QUESTIONS:

1. In which state is HOSA headquarters located?
 - a. Florida
 - b. California
 - c. Tennessee
 - d. Texas
2. What body represents the local chapter members in balloting on questions of business or selection of officers?
 - a. Voting Delegates
 - b. Local Advisors
 - c. State Advisors
 - d. State Officers
3. The minimum affirmative vote necessary to adopt or amend special rules of order that are separate from the bylaws is
 - a. a majority of those present.
 - b. a majority of the entire membership with notice.
 - c. two-thirds without previous notice.
 - d. two-thirds with previous notice.
4. Motions that relate in different ways to the pending business or to business otherwise at hand are called
 - a. main motions.
 - b. privileged motions.
 - c. incidental motions.
 - d. subsidiary motions.
5. Which of the following is a team event?
 - a. Barbara James Service Award
 - b. Medical Assisting
 - c. Sports Medicine
 - d. Health Career Display
6. The motion to limit debate may be applied:
 - a. only to the immediately pending question.
 - b. to an entire series of debatable questions.
 - c. to the motion to lay on the table.
 - d. to the privilege motion to recess.
7. After members make motions, they should:
 - a. debate the motion.
 - b. remain standing and wait for permission to debate.
 - c. resume their seats.
 - d. sit and wait for another member to ask a question so that debate may proceed.
8. The PENN HOSA State Advisor is:
 - a. Donna Pavlovic
 - b. Walt Slauch
 - c. Alison Sprankle
 - d. Rosemarie Dunkelberger

Duties of the Executive Council Members

Pennsylvania HOSA officers shall make themselves available, as necessary, in promoting the general welfare of the organization and in assisting to increase membership.

- A. **PRESIDENT:** It shall be the duty of the president to:
1. Preside at the State Conference and all PENN HOSA-Future Health Professionals officer meetings.
 2. Serve as an ex-officio member of all standing committees.
 3. Serve as a Delegate-At-Large at the State Leadership Conference.
 4. Serve PENN HOSA-Future Health Professionals in any capacity as requested by the Executive Director/State Advisor and the State Officer Coordinator.
 5. Attend PENN HOSA Inc. Board of Directors Meetings or appoint a designee
- B. **SECONDARY VICE-PRESIDENT:** It shall be the duty of the vice-president to:
1. Preside in the president's absence.
 2. Succeed the president if the office of president is vacated.
 3. Serve PENN HOSA-Future Health Professionals in any capacity as requested by the Executive Director/State Advisor, State Officer Coordinator and/or the President.
 4. Serve on committees as assigned.
 5. Serve as a Delegate-At-Large at the State Leadership Conference.
- C. **POST-SECONDARY VICE-PRESIDENT:** It shall be the duty of the post-secondary vice-president to:
1. Represent post-secondary members of PENN HOSA.
 2. Advocate for HOSA in post-secondary institutions in Pennsylvania.
 3. Seek potential post-secondary chapters.
 4. Serve on committees as assigned.
 5. Serve as a Delegate-at-Large at the State Leadership Conference.
- D. **SECRETARY:** It shall be the duty of the secretary to:
1. Take the roll call at all business meetings and report quorum status.
 2. Record the proceedings of all meetings and to file all such records with the PENN HOSA-Future Health Professionals Executive Director/State Advisor and the State Officer Coordinator within ten (10) days.
 3. Assist the President in planning agendas for meetings if called upon to do so.
 4. Serve PENN HOSA-Future Health Professionals in any capacity as requested by the Executive Director/State Advisor, State Officer Coordinator and/or President.
 5. Serve on committees as assigned.
 6. Serve as Delegate-At-Large at the State Leadership Conference.
- E. **HISTORIAN:** It shall be the duty of the historian to:
1. Be responsible for the keeping of records and other materials of historic importance to PENN HOSA-Future Health Professionals.
 2. Serve PENN HOSA-Future Health Professionals in any capacity as requested by the Executive Director/State Advisor, State Officer Coordinator and/or President.
 3. Serve on committees as assigned.
 4. Serve as Delegate-At-Large at the State Leadership Conference.
- F. **REGIONAL VICE-PRESIDENTS:** It shall be the duty of the regional vice-presidents to:
1. Promote growth and development of PENN HOSA-Future Health Professionals within their region.
 2. Serve PENN HOSA-Future Health Professionals in any capacity as requested by the PENN HOSA Executive Director/State Advisor, State Officer Coordinator and/or President.
 3. Serve on committees as assigned.
 4. Serve as Delegate-At-Large at the State Leadership Conference.

Directions for the State Officer Candidate Application

APPLICATION DEADLINE: **February 19, 2025**

1. Access the candidate packet via the PENN HOSA website:
<https://pahosa.org/state-officer-application/>.
2. Please thoroughly review the candidate packet, application, and each question. You may want to print the application and complete a rough draft prior to submission via the Online Submission Portal at
<https://form.ioform.com/mhendersonhosa/2025-officer-application>.
3. Accurately and thoroughly complete all parts of the application and checklist.
***Make copies of all forms that require signatures for your records**
4. Upload the required documentation.
5. Proofread your application before submitting it.

**Remember to check your application for completeness by using the checklist within the candidate packet.*

Memorandum of Understanding

PENN HOSA State Officer and Local Chapter Advisor

Please review the following items prior to submitting this form along with other required materials to the State Officer Coordinator. A signature is required from the student, the parent/guardian, the advisor, the principal and/or an administrator.

Serving as a PENN HOSA State Officer demands a commitment to the organization. Therefore, it is vital that all members who aspire to become HOSA officers are highly qualified, able, and willing to assume the responsibilities required of all HOSA officers.

EXPECTATIONS OF A PENN HOSA STATE OFFICER:

1. Demonstrated commitment to serve HOSA-Future Health Professionals and promote HOSA's goals and objectives.
2. Be a paid state and national HOSA member.
3. Know the duties and functions of the office for which selected and fulfill all responsibilities until the next State Leadership Conference.
4. Accept the role and responsibility as a member of the PENN HOSA Executive Council as written in the PENN HOSA-Future Health Professionals Student Bylaws (Article IV).
5. Understand and assure that by May 1st the official HOSA uniform will be purchased from the Awards Unlimited Catalog and paid for by the elected officer or their chapter.
6. Project a positive and professional image of HOSA-Future Health Professionals at all times.
7. Meet established deadlines for all assignments, and communications to chapters, State Officer Coordinator, and PENN HOSA State Advisor.
8. Attend all meetings, trainings, workshops, and conferences during the term of office, including **the HOSA Washington Leadership Academy (WLA) in September 2025**, and accept responsibilities as requested by the State Officer Coordinator and PENN HOSA State Advisor. The length of meetings may extend beyond normal school hours. PENN HOSA will cover registration and lodging expenses for WLA.
9. Understand that *“Any officer not attending the HOSA Washington Leadership Academy, the May Executive Council meeting, or misses two official Executive Council meetings will forfeit the office. Crisis situations will be handled individually by the Executive Committee of PENN HOSA, Inc., Board of Directors and/or the PENN HOSA State Advisor.”*
10. Attend the State Leadership Conference (SLC) Training, which is always scheduled and implemented three days before the start of the SLC.
11. Understand that PENN HOSA will support the SLC expenses, including registration, food, and hotel accommodations, and that all other costs, such as travel, are the responsibility of the officers' chapter or school.
12. If able, attend the HOSA International Leadership Conference (ILC) with a local chapter advisor or chaperone who is registered and fully participating in the ILC. Please note that ILC expenses are the responsibility of the officer's local chapter/school. PENN HOSA is only responsible for coordinating the officer's

participation in ILC activities where State Officer participation is required. At ILC, State Officers are highly encouraged to attend the HOSA University 301 for State Officers, and PENN HOSA will cover the registration fee.

13. Travel to all meetings, trainings, workshops, and conferences during the term of office is fully coordinated by the officer and local HOSA Advisor.
14. Avoid places and actions that could raise questions regarding moral character or conduct.
15. Use of alcohol, tobacco, vaping products, or illegal substances at any school, HOSA or Pennsylvania Department of Career and Technical Education-sponsored events is prohibited. Violators will be subject to dismissal from the Executive Council.
16. Treat all members of the organization equally and without discrimination.
17. Resign office immediately if, at any time, commitments and expectations are not met (including attendance, professional image, official dress, responsibility, and conduct).
18. Follow the Code of Conduct at all times.

EXPECTATIONS OF THE LOCAL HOSA ADVISOR:

1. Assure that the state officer follows the expectations listed above.
2. Assist and assure that by May 1 the official HOSA uniform will be purchased from the Awards Unlimited Catalog and paid for by the elected officer or their chapter.
3. Accept responsibilities for your officer as requested by the State Officer Coordinator/State Advisor.
4. The officer and local HOSA Advisor are fully responsible for coordinating travel arrangements; PENN HOSA is not responsible for making them.
5. Assist your officer with the required reports to the State Officer Coordinator and the State Advisor by ensuring that the communications have been edited and that they meet imposed deadlines.
6. Attend May State Officer Meeting, Annual Advisors' Workshop, Pre-Conference Training, and Annual State Leadership Conference. Attendance may be required at other meetings/trainings (e.g., December, and February) upon request by the State Officer Coordinator or State Advisor.
7. Complete duties at the PENN HOSA SLC as assigned by the State Officer Coordinator and/or State Advisor.
8. Understand that because of extensive responsibilities with state officers at the PENN HOSA SLC, it may be necessary to obtain assistance to help with other local chapter members attending the SLC.
9. Serve as the state officer's positive role model with dress, language, habits, assistance, ethics, etc.
10. Understand that expenses incurred while attending activities with the officer are the responsibility of the advisor/local chapter/school.
11. Assist the State Officer Coordinator and State Advisor as needed throughout the officer's term.

Memorandum of Understanding
PENN HOSA State Officer and Local Chapter Advisor

Officer Candidate Statement of Support

I understand all of the expectations required of a PENN HOSA State Executive Council Member and I am committed to this responsibility.

Candidate Signature

Date

Local Advisor Statement of Support

It is my belief that this candidate will fulfill the responsibilities of a HOSA officer and I highly recommend this applicant. If they are elected, I shall assist in any assigned duties. I shall be present at all meetings/trainings/conferences, including the **HOSA Washington Leadership Academy (September 2025)**, as required. I understand all of the expectations required of a PENN HOSA State Executive Council Member local Advisor, and I am committed to this responsibility.

Advisor Signature

Date

Parent (Guardian) Statement of Support

I approve of my son/daughter applying for a HOSA office and, if elected, agree that they will be able to spend the time necessary to carry out the duties of a PENN HOSA Officer, including attendance at the **HOSA Washington Leadership Academy (September 2025)**.

Parent (Guardian) Signature

Date

Memorandum of Understanding School Administrator

_____ is applying to be a candidate for the position of State Officer on the PENN HOSA Executive Council.

As an administrative representative of the **career and technical school**, I acknowledge that if the candidate identified above is elected to serve as an officer on the PENN HOSA Executive Council, we will support and assist the candidate and their local HOSA Advisor in successfully fulfilling the position's obligations, including, but not limited to, travel and financial support as the need arises. I am aware of the expectations and obligations of a PENN HOSA State Officer and Advisor as defined in the PENN HOSA State Officer and Local Chapter Advisor Memorandum of Understanding.

In addition, my signature assures that the candidate is a student in good standing and, to my knowledge, has no encumbrances that might impede their ability to attend meetings, travel in and out of state, or otherwise perform the duties of a PENN HOSA State Officer.

Administrator's Signature

Date

NOTE: A signature from both school administrators must be obtained if an officer candidate attends an academic high school and a career and technical school.

As an administrative representative of the **academic high school**, I acknowledge that if the candidate identified above is elected to serve as an officer on the PENN HOSA Executive Council, we will support and assist the candidate and their HOSA Advisor in successfully fulfilling the obligations of the position, including but not limited to travel and financial support as the need arises. We recognize this may include periodic absence from the candidate's academic courses. I am aware of the expectations and obligations of a PENN HOSA State Officer and Advisor as defined in the PENN HOSA State Officer and Local Chapter Advisor Memorandum of Understanding.

In addition, my signature assures that the candidate is a student in good standing and to my knowledge, has no encumbrances that might impeded their ability to attend meetings, travel in and out of state or otherwise perform the duties of a PENN HOSA State Officer.

Administrator's Signature

Date

State Officer Candidate Essay

Essay Topic:

“What is one strength and weakness that you possess and how do you navigate these qualities to be an effective leader?”

Length: No more than one typed page

Requirements: Times Roman Font #12; 1” borders; double spaced

MUST be submitted with the application

Grading: See Essay Rubric (Appendix B)

State Officer Permission Form

The duties and responsibilities of a PENN HOSA State Officer involve attending Executive Council meetings, trainings, and conferences and traveling to those activities. Each officer is responsible for making travel arrangements in conjunction with their local chapter advisor.

PLEASE READ THIS INFORMATION CAREFULLY, OBTAIN THE APPROPRIATE SIGNATURES, AND RETURN BY THE PUBLISHED DATE TO Marcus Henderson, PENN HOSA State Officer Coordinator.

I understand that this permission form is effective from the time I am elected to a state office at the PENN HOSA State Leadership Conference until my term ends at the following year's Conference.

I understand that travel arrangements are the full responsibility of the officer and local HOSA advisor. I also understand that the officer may travel with PENN HOSA staff, such as via train or car, if needed, during meetings and conferences.

I understand that each individual is responsible for their insurance coverage during any trip that involves PENN HOSA-Future Health Professionals.

I hereby release the HOSA, Inc. Board of Directors, the PENN HOSA Inc. Board of Directors, the national and state HOSA staff, the state and local HOSA organizations, and any designated individual in charge of the HOSA group or specific activity from any legal or financial responsibility with respect to my personal or student's/child's participation in or contact with any known element associated with a HOSA activity.

I understand that the possession and/or use of drugs, alcohol, tobacco/vaping products, failure to follow instructions from the PENN HOSA State Officer Coordinator and/or the PENN HOSA Executive Director/State Advisor, or any behavior that risks the safety of others is subject to dismissal from the Executive Council.

I grant permission for the taking of photographs, videotapes, broadcasts, and/or sound recordings, separately or in combination, to be available for reproduction for educational and promotional purposes by PENN HOSA.

I **give** permission for my child to drive to all PENN HOSA activities during their term of office.

I **do not give** permission for my child to drive to all PENN HOSA activities during their term of office.

Parent or Guardian Signature

Date

Candidate Signature

Date

Medical Liability Release Form

DIRECTIONS: It is necessary that **all** state officers complete this form to be eligible to attend PENN HOSA and HOSA activities, including the annual HOSA State/International Leadership Conferences. A copy of this form should be returned to the HOSA Local Chapter Advisor who will forward all **original** forms to the State Officer Coordinator and State Advisor.

PLEASE TYPE OR PRINT ALL INFORMATION

Candidate *Parent/Guardian*
Name: _____ DOB: _____ Name: _____
Home Address: _____
Parent/Guardian/Telephone Home: (_____) _____ Work: (_____) _____
Candidate's Physician: _____ Phone: (_____) _____
Physician's Address: _____
Alternate/Emergency Contact: _____
Emergency Contact/Telephone-Home: (_____) _____ Work: (_____) _____
School Name: _____
Local Advisor: _____ School/Principal: _____
Candidate is covered by group or medical insurance: _____ Yes _____ No
If yes, complete the following information:
Name of insured: _____ Insurance Company: _____
Group #: _____ Policy #: _____

Please completely describe any medical condition which may occur or be a factor in medical treatment:

a. Allergies: _____ e. Physical Handicap: _____
b. Convulsions: _____ f. Medicine Reactions: _____
c. Blackouts: _____ g. Disease of Any Kind: _____
d. Heart & Lung Problems: _____ h. Other (Be specific): _____

If currently taking medication, please provide the following information:

Name of Medication: _____ Prescribing Physician/Phone: _____
Name of Medication: _____ Prescribing Physician/Phone: _____
Name of Medication: _____ Prescribing Physician/Phone: _____

LIABILITY RELEASE: I certify that the information described above is accurate and complete to the best of my knowledge. I understand that each individual is responsible for their own insurance coverage during this trip. I hereby release the National HOSA Board of Directors, the National Staff, State and Local HOSA Associations, and any designated individual in charge of the HOSA group or specific activity from any legal or financial responsibility with respect to my personal or my student/child's participation in or contact with any known element associated with an activity including competitive events.

PARENT/GUARDIAN: Please check one of the following and sign your name.

I **give** my permission for immediate medical treatment as required in the judgment of the attending physician. Notify me and/or any persons listed above as soon as possible.
 I **do not give** permission for medical treatment until I have been contacted.

Candidate's Signature: _____ Date: _____

Parent/Guardian's Signature: _____ Date: _____

Advisor's Signature: _____ Date: _____

APPENDIX A Application Rubric

Candidate's Name: _____

CATEGORY	4	3	2	1
Completeness	Application 100% complete, no missing components.	Application missing one (1) section or component.	Application missing two (2) sections or components.	Application missing three (3) or more sections or components.
GPA	3.5-4.00	3.00-3.49	2.50-2.99	2.00-2.49
Essay Score <i>(see essay rubric)</i>	16-20	11-15	6-10	1-5
Leadership Experience	Served as a local HOSA chapter officer and leadership position(s) in other activities/organizations.	Served as a local HOSA chapter officer or leadership position(s) in other activities/organizations.	Limited leadership experience in HOSA, but has held leadership position(s) in other activities/organizations.	Minimal leadership experience.

Total Score: ___/16

APPENDIX B Essay Rubric

Candidate's Name: _____

CATEGORY	4 - Above Standards	3 - Meets Standards	2 - Approaching Standards	1 - Below Standards
Focus or Thesis Statement	The thesis statement names the topic of the essay and outlines the main points to be discussed.	The thesis statement names the topic of the essay.	The thesis statement outlines some or all of the main points to be discussed but does not name the topic.	The thesis statement does not name the topic AND does not preview what will be discussed.
Transitions	A variety of thoughtful transitions are used. They clearly show how ideas are connected	Transitions show how ideas are connected, but there is little variety	Some transitions work well, but some connections between ideas are fuzzy.	The transitions between ideas are unclear OR nonexistent.
Grammar & Spelling	Author makes no errors in grammar or spelling that distract the reader from the content.	Author makes 1-2 errors in grammar or spelling that distract the reader from the content.	Author makes 3-4 errors in grammar or spelling that distract the reader from the content.	Author makes more than 4 errors in grammar or spelling that distract the reader from the content.
Sentence Structure	All sentences are well-constructed with varied structure.	Most sentences are well-constructed and there is some varied sentence structure in the essay.	Most sentences are well constructed, but there is no variation in structure.	Most sentences are not well-constructed or varied.
Closing paragraph	The conclusion is strong and leaves the reader solidly understanding the writer's position. Effective restatement of the position statement begins the closing paragraph.	The conclusion is recognizable. The author's position is restated within the first two sentences of the closing paragraph.	The author's position is restated within the closing paragraph, but not near the beginning.	There is no conclusion - the paper just ends.

Total Score: ___/20*

**The final essay score is included within the application rubric for use on the qualifying form.*

APPENDIX C
State Officer Candidate Qualifying Form

Candidate Name: _____

	1	2	3	4	5	TOTAL
Application (Total Score)	1-4	5-7	8-10	11-13	14-16	
Test Score	60-69%	70-79%	80-89%	90-95%	96-100%	
Interview (Average)	<30	31-35	36-40	41-45	46-50	

Total Score: ____/15

*****The Candidate must score a minimum of 10 points in order to be slated for a position.*****

APPENDIX D
State Officer Interview Rating Form

Items Evaluated	Points Possible						Comments	Points Awarded
	Superior	-----				Poor		
A. Content								
1. Quality of goals	5	4	3	2	1	0		
2. Response to Questions	10	8	6	4	2	0		
3. Impact – strong and meaningful message	5	4	3	2	1	0		
B. Organization								
1. Clear focus and point of view	5	4	3	2	1	0		
2. Creativity	5	4	3	2	1	0		
3. Enthusiasm	5	4	3	2	1	0		
C. Delivery								
1. Voice (pitch, tempo, quality)	5	4	3	2	1	0		
2. Diction* and Pronunciation**	5	4	3	2	1	0		
3. Grammar	5	4	3	2	1	0		
Total Points	50	-----				0		

* Definition of Diction – Choice of words especially with regard to correctness, clearness, and effectiveness.

** Definition of Pronunciation – Act or manner of uttering officially

Suggested Officer Position (Please rank only 2 options):

- _____ President
- _____ Vice President
- _____ Regional Vice President
- _____ Secretary
- _____ Historian

Submitted by: _____ Date: _____
 (Voting Delegate of PENN HOSA)

APPENDIX E
TENTATIVE
PENN HOSA STATE OFFICERS SCHEDULE 2025-2026
(Schedule is subject to change by State Officer Coordinator or State Advisor)

DATE	EVENT	LOCATION
April/May 2025 TBD	PENN HOSA Inc., Board Meeting <i>(President or designee only)</i>	TBD
May 9 or 16, 2025	State Executive Council Meeting	TBD
June 18-21, 2025	HOSA International Leadership Conference <i>not required, but encouraged</i>	Nashville, TN
August 22, 2025	State Executive Council Meeting	Zoom
September 27-30, 2025	HOSA Washington Leadership Academy	Washington, DC
October 17, 2025	Local Officer Leadership Workshop/Advisor Workshop	TBD
November 3-7, 2025	HOSA Week	
November or December 2025 TBD	PENN HOSA Inc., Board Meeting <i>(President or designee only)</i>	Typically, via Zoom
December 12, 2025	State Executive Council Meeting	TBD
January/February 2026	State Executive Council Meeting	TBD
March 2026 TBD	Officer Pre-SLC Leadership Training	TBD
March 2026 TBD	PENN HOSA 46 th Annual SLC	TBD

- Please have the official HOSA uniform by May 1st.
- HOSA Attire is required for all meetings and training sessions unless otherwise noted.
- HOSA Work Uniform – Khaki pants and PENN HOSA polo shirt needed for WLA, ILC, and PENN HOSA SLC. Two polo shirts are provided by PENN HOSA
- Monthly phone/video conference calls to be determined by newly elected State Officers at the May Officer Leadership Training with first virtual meeting in September.