



Rossmoor Scholarship Foundation



Information Packet for RSF School Interview Teams

School Year: 2025-2026

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CALENDAR

School Year: 2025-2026

DATE	TASK
11/17/2025	Application Opens
12/10/2025	Applicant Review: School chairs monitor submissions and keep in contact with school counselors to update them on applications
12/15/2025	Kaleidoscope Training, Club Room Creekside, 2:00 pm
12/17/2025	Applicant Review: School chairs monitor submissions and keep in contact with school counselors to update them on applications
12/18/2025	Tech sends out doodle for Trustees and Friends
1/7/2026	Final High School Applicant Review: Final chance for school chairs and counselors to push applicants to complete. Create preliminary interview teams per school
1/9/2026	Preliminary Discussion of Percentage from Finance
1/12/2026	Applications from High Schools & RWC Close for new applications
1/16/2026	Scholarship Meeting, MPR 3, 2:00 pm to approve trustee interview packet
1/19/2026	Deadline for Grace Period for High School (for applicants applying by original 1/12 deadline) amended to 1/20 due to holiday
1/19/2026	Interview Training, Dollar Clubhouse, 2:30 pm; Trustees and Friends of RSF
1/20/2026	High School Applicant Eligibility/Interview List.
1/27/2026 – 2/5/2026	High School Interviews
1/26/2026	RSF Board Meeting – Board approval of the scholarship donations and endowment. Finance presentation and approval of percentage of scholarships.
1/27/2026	Final Community College Applicant Review. Final chance for school chairs and counselors to push applicants to complete. Create preliminary interview teams per college
2/2/2026	Applications from Community Colleges Close
2/9/2026	Deadline for Grace Period for Community College (for applicants applying by original 2/2 deadline)
2/10/2026	High School Chairs – Rollup Scores with rankings due at 7:00 am
2/10/2026	Community College Eligibility/Interview List. Interview Teams assigned
2/19/2026-2/27/2026	Community College Interviews
3/3/2026	Community College Chairs - Rollup Scores with rankings due at 7 am
3/4/2026	Tech Committee - Rollup Available with percentage of scholarships from Finance- and final 2026 award recipients
3/6/2026	Full Board Approval of Scholarship Recipients. send out add-ons; send preliminary to Barb (brochure) and Tina (notifications)
3/6/2026	Co-VPS determine Named Scholarships
3/27/2026	Add-on Awards Deadline
3/30/2026	Tech Completes Rollup
3/30/2026	Notifications sent out to scholarship recipients
5/3/2026	Awards Reception

SCHOOL INFORMATION

School Year: 2025-2026

2025 – 2026 School Counselor/Principal Contact Information

School	Principal	Counselor	School Chair/Co/Deputy
Antioch	John Jimno	Stephon Cartwright (fill-in)	Debbie Swearingen
700 W 18th St.	johnjimno@antiochschools.net	stephontcartwright@antiochschool.net	Deputy: Richard Schulman
Antioch, CA 94509		(925) 305-7058	
(925) 779-7550			
Concord	Julene MacKinnon	Sheila Bergum	Carol Caputo
4200 Concord Blvd.	mackinnonj@mdusd.org	bergums@mdusd.org	Deputy: Jane Emanuel
Concord, CA 94521	(925) 687-2030 ext. 3300	(925) 687-2030 ext. 3328	
(925) 687-2030			
Deer Valley	Robert Bowers	Principal Bowers (fill-in)	Bob Daines
4700 Lone Tree Wy	robertbowers@antiochschools.net		Deputy: Bill Riess
Antioch, CA 94531	Lisa Gillem, Admin Asst.	(925) 779-7570 ext. 43353	
(925) 779-7570	LisaGillem@antiochschools.net		
Mt. Diablo	Markell McCain	Erika Ramos	Shirley Wiegand
2450 Grant St	mccainm@mdusd.org	ramosem@mdusd.org	Co-Chair: Janeen Ehrhart
Concord, CA 94520	(925) 682-4030 ext. 3400	(925) 682-4030 ext. 3424	
(925) 682-4030			
Pittsburg	Reginald Richardson	Melanie Mosley	Lynda Caputo
1750 Harbor St	rrichardson@pittsburgusd.net	mmosley@pittsburgusd.net	Co-Chair: Julie Allen
Pittsburg, CA 94565	(925) 473-2390	(925) 473-2390 ext. 7550	
(925) 473-2390		Assistant: Liz Espinosa lespinosa@pittsburgusd.net (925) 473-2390 ext. 7552	
Ygnacio Valley	Peter Crutchfield	Maria Cardona	Judy Leckonby
755 Oak Grove Rd	crutchfieldp@mdusd.org	cardonam@mdusd.org	Deputy: Peter Yang
Concord, CA 94518		(925) 682-8000 ext. 3625	
(925) 682-8414 ext 346			

SCHOOL INFORMATION

School Year: 2025-2026

School	Principal	Counselor	School Chair/Co/Deputy
Diablo Valley		Shari Keller	Wayne Wiegand
321 Golf Club Rd		Scholarship Program Specialist	Co-Chair: Dick Friedman
Pleasant Hill, CA 94523		SKeller@dvc.edu	
(925) 685-1230		(925) 969-2094	

Los Medanos		Beverly Bui	Alice Lau
2700 E Leland Rd		Scholarship Program Specialist	Co-Chair: Jim Schloss
Pittsburg, CA 94565		bbui@losmedanos.edu	
(925) 439-2181		(925) 473-7349	

High School Student Evaluation Form

School Year: 2025-2026

Before the Interview

School Chairs need to:

- Coordinate interview days and 30-minute time slots with the Counselor and the team members. If your school has multiple interview sessions, due to RSF's ranking methodology, emphasize to Counselors the need for the same number of interviewees to be scheduled in each interview session.
- Double-check the following:
 - That each student meets the minimum GPA score of 3.0 (High School: weighted academic – for 2026 see evaluation sheet) and the Student Aid Index (SAI) requirements (32000 and below).
 - That at least one academic LOR is included for High School applicants.
- Provide each team member with a list of the students they will interview including:
 - SAI
 - Copy of Application and Application Summary provided by Tech Committee
- Coordinate with team members when and where to meet for carpooling on day of interview; and establish the interview approach.

Each Interview Team Member needs to:

- Prior to an interview session read and review the entire Kaleidoscope application for each student you are scheduled to interview. Your Team Chair will electronically provide copies of the applications for those students. Use the **application summaries** provided by your Team Chair to complement your review of the application and interview of each student applicant.
- Print either a High School Evaluation form or a Community College Evaluation form for each student from the Interview Packet.
- On each Evaluation Form enter the Applicant Name and the School Name, enter from the table on page 10 the SAI (Student Aid Index) score and GPA score (use weighted Academic for High Schools)
- As you read each application summary/application, put initial scores on the evaluation form where you can. Final scores will be arrived at through discussion after the interview.
- Please put a checkmark (✓) at the bottom of the evaluation form with a student's area of interest or note if the student's personal story is compelling.
- Write down questions you have that will help you further evaluate this student. Your questions should be generated from your reading of the application. The application

High School Student Evaluation Form

School Year: 2025-2026

contains a wealth of information about the interviewee; it should trigger your desire to know more about the student.

The Interview

Meet with the applicant:

- Allow 30 minutes for each interview; 15-20 minutes for the actual interview and the remaining time for team discussion and scoring the applicant.
- School chair introduces interview team and asks the opening question
- Team members rotate turns in asking questions, either triggered by the previous question, or opening a new area of questioning.
- It is expected that the team will have multiple rounds of questions.
- Close the interview by asking if the applicant has any questions of the team or process.
- At the bottom of the evaluation form check (✓) the categories that apply to your candidate. Story is a compelling story that the applicant shared with you.

Evaluate the applicant:

- Did the authenticity of what they said in the interview match what they said in their application?
- If the team cannot come to a consensus on a number, then an average (round up) will be taken. The final number must be approved by the entire team.

After the Interview

School Chairs need to:

- Rank order the students (highest score) that were interviewed by the team(s) in your school and record on the Rollup Sheet. If there were two teams at a school (A and B), coordinate rankings with the other leads. Take the number 1 rank from interview session A and include the number 1 rank from interview session B, so you have two eval sheets ranked one. Continue with each ranking.
- Record the final total score and ranking of the Rollup Sheet for reach student interviewed. (The Technical committee will identify candidates who applied for add-on awards after Board approval.)
- Record on the Rollup Sheet those candidates who are possible Rotary recipients (Rotary or Key Club), entering the medical field, computer/engineering, intercultural understanding and education.



High School Student Evaluation Form

School Year: 2025-2026

- Record on the Rollup Sheet those candidates who have compelling stories that RSF could use for publicity and fundraising.

Applicant Name: _____ **School:** _____

Economic need (40)	Academic success (30)	Qualities, Challenges & Attributes (30)	TOTAL

Economic Need (40)

- Student Aid Index (SAI).** Provided by School Team Leader (max 30) _____
- Applicant's Work Situation:** works inside and/or outside the home (max 10) _____

Academic Success (30)

- Weighted Academic GPA (9-12 or 10-12 whichever is higher)** (max 20) _____
- Essay:** authentic voice, answers essay question (max 5) _____
- Academic Rigor:** class rank, academic honors, Advanced Placement (AP) and Honors (H) classes, external education classes, rapid advancement through English Language Development (ELD) classes (max 5) _____

Qualities, Challenges & Attributes (Social Maturity) (30)

- Qualities:** Participation and leadership roles in clubs/workplace/community, qualities identified in LOR (max 10) _____
- Challenges:** medical/emotional/learning disabilities, trauma, family hardships/responsibilities (max 10) _____
- Attributes:** intellectual curiosity, resourcefulness, desire to achieve, sense of direction, resilience, oral communication skills (max 10) _____

Trustees and Friends of RSF – check all that apply to applicant’s area of interest

Rotary, Key Club _____ *Medical/Nursing* _____ *Computer/Engineering* _____

Intercultural Understanding _____ *Education* _____ *Story* _____



Community College Student Evaluation Form

School Year: 2025-2026

Applicant Name: _____ **School:** _____

Economic need (45)	Academic success (30)	Qualities, Challenges & Attributes (25)	TOTAL

Economic Need (45)

1. **Student Aid Index (SAI).** Provided by School Team Leader (max 30) _____
2. **Applicant's Work Situation:** works inside and/or outside the home (max 15) _____

Academic Success (30)

1. **Cumulative GPA** (max 20) _____
2. **Essay:** authentic voice, answers essay question (max 5) _____
3. **Academic Rigor:** academic honors, fulfilling requirements in applicant's major (max 5) _____

Qualities, Challenges & Attributes (Social Maturity) (25)

1. **Qualities:** participation and leadership roles in clubs/workplace/community, qualities identified in LOR (max 5) _____
2. **Challenges:** medical/emotional/learning disabilities, trauma, family hardships/responsibilities (max 10) _____
3. **Attributes:** intellectual curiosity, resourcefulness, desire to achieve sense of direction, resilience, oral communication skills (max 10) _____

Trustees and Friends of RSF – check all that apply to applicant's area of interest

Rotary, Key Club _____ *Medical/Nursing* _____ *Computer/Engineering* _____

Intercultural Understanding _____ *Education* _____ *Story* _____

Student Aid Index (SAI) Note: SAI may be negative.

Low	High	Score
-\$1,500	\$2,000	30
2,001	5,500	29
5,501	9,000	28
9,001	13,000	27
13,001	17,000	26
17,001	20,500	25
20,501	23,500	24
23,501	26,000	23
26,001	28,500	22
28,501	30,500	21
30,501	32,000	20

Grade Point Average (GPA) For High School, use Weighted Academic GPA

Low	High	Score
3.95	3.95+	20
3.89	3.94	19
3.81	3.88	18
3.71	3.80	17
3.58	3.70	16
3.45	3.57	15
3.35	3.44	14
3.25	3.34	13
3.15	3.24	12
3.07	3.14	11
3.00	3.06	10

Suggested Interview Questions

The following questions are suggestions within the specific categories that can be helpful in awarding evaluation points. Please feel free to pose your own questions or re-word them to ascertain the information you need to complete the evaluation form. Interview questions should focus/expand on information not found in the application.

Opening/Warm-Up Questions

1. The Chair opens with a question gleaned from the application that is individual to the applicant.
2. What community college, college, university or vocational training school have you applied to and why these schools? Where have you been accepted?

Economic Need Questions

These are questions that may elicit information concerning the student's family earning capacity, income, low wage/high wage jobs, family employment, multiple jobs, parent(s), and applicant work.

1. Describe your typical responsibilities and activities outside of school hours.
2. Tell us about your family, their employment situation and whether they can financially contribute to your continued education.
3. Do you currently work inside and/or outside the home? How many hours a week? How has it affected your academics and participation in school and/or community activities? Will you have to work to continue your education?

Academic Success Questions

These are questions that may elicit information concerning the student's desire to learn, take advanced courses, tackle challenging assignments, and continue to pursue learning at some vocational or college level.

1. What attracted you to your current or potential major?
2. What are your educational goals?
3. What subject was your favorite? Why? Is there a subject that you struggled with, faced it head on and overcame that struggle?

Qualities, Challenges, & Attributes

1. Please expand on what skills or talents you possess that will enhance your future education
2. Explain a family, social, community or school situation, in which your leadership made the difference. What was accomplished?
3. Are there any challenges you face now or have faced? If yes, how does/did it affect you?
4. Tell us about a time things did not go as you planned. What would you have done differently? What did you learn?
5. How are you able to juggle your school academics, clubs and family responsibilities?
6. What would be your dream job and why?
7. What else would you like us to know about you.

Named (Sponsored) Scholarships

\$4,000 each

Barenbaum/Parkhill	(1)- \$4,000
Gene Shaw Memorial	(2)- \$8,000
Hal Skamser Scholarship (CC engineering)	(1)- \$4,000
Joe Anthony (Concord High only)	(1)- \$4,000
Larry Cahn	(1)- \$4,000
Leftovers	(5)- \$20,000
Li Family Intercultural Scholarship	(1)- \$4,000
Lorraine Mox	(5) - \$20,000
Miller Family (Antioch HS only)	(1)- \$4,000
Nichole Gibeaut Memorial Scholarship (Education/Social Justice)	(1)- \$4,000
Norton-Leckonby Family Scholarship	(2)- \$8,000
Penny Ittner	(1) - \$4,000
Robert K. Boone Memorial Scholarship	(1) - \$4,000
Rossmoor Realty	(1) - \$4,000
Rossmoor Walnut Creek Employee	(1) - \$4,000
Rotary Club (Key Club) (1 is medical)	(4)- \$16,000
Mike Seither	(1) - \$4,000
Susan & Barry Baskin Scholarship	(1) - \$4,000
Trustee Scholarship (Alice Lau)	(1) - \$4,000
William & Kathleen Claussen (CTE)	(1) - \$4,000

Add-On Awards:

\$2,500 each

1. Calvin Hagstrom Family Trust (Medical Field)	(3) \$7,500
2. Computer Club (Community College only)	(3) \$7,500
3. Eleana Peratis Women in STEM	(1) \$2,500
4. Frank Wang Chinese American	(1) \$2,500
5. Linda Ledgerwood Emp. Student (Community College only)	(1) \$2,500
6. Miller Family Single Mother (Los Medanos)	(1) \$2,500
7. Ralph and Diane Hinds Single Parent	(1) \$2,500
8. Social Justice	(1) \$2,500
9. Sylvia Kaplan Community Service	(2) \$5,000
10. Walsh/Ledin Instrumental Music	(3) \$7,500
11. Caputo/Schlenker Family Scholarship (Concord HS Student only)	(1) \$2,500
12. Eleanor Knapp Single Mother's Award (DVC)	(1) \$2,500

School Club and Award Descriptions

Academic

- **AVID (Advancement Via Individual Determination):** A program designed to prepare average B students for college readiness and success.
- **Golden Warrior Scholar:** Awarded to the senior class's outstanding student.
- **Warrior of the Week:** Recognition for exemplary performance or contribution during the week.
- **Principal's List:** Acknowledges students achieving top academic excellence.
- **Honor Award:** Recognition for students who demonstrate exceptional academic achievement.
- **Certificate of Commendation:** Awarded for noteworthy accomplishments or contributions.
- **California Scholarship Federation (CSF):** Honors students excelling in academics and community service.
- **Education Academy:** A Ygnacio Valley High School program for sophomores focused on careers in teaching.
- **ETS (Educational Talent Search):** A program where teachers, administrators, and colleges assist high school students with academic and career planning.
- **Health Academy:** Prepares students for healthcare-related careers.
- **HOSA (Health Occupations Students of America):** A national organization for students pursuing health professions.
- **IB (International Baccalaureate Diploma Program):** A rigorous academic program culminating in an internationally recognized diploma.
- **STEM (Science, Technology, Engineering, Mathematics):** Education focusing on interdisciplinary approaches in these fields.
- **EOP (Educational Opportunity Program):** UC Berkeley places an EOP counselor at low-income high schools to provide additional support for promising students.
- **SDAIE (Specially Designed Academic Instruction in English):** A non-college preparatory class for students learning English, designed for those beyond the ELD (English Language Development) level.
- **ROP (Regional Occupational Program):** A County Office of Education initiative offering CTE (Career and Technical Education) classes both on and off high school campuses.
- **Puente:** A high school program (in addition to the DVC version) designed to support first-generation and underserved students through mentoring, writing, and community engagement.
- **Weighted Classes:** Classes that carry extra GPA weight, including:
 - **Honors (H):** Advanced classes at the high school level.
 - **Advanced Placement (AP):** College-level classes offered in high school. AP test scores (1–5) may appear on transcripts, with colleges often granting credit for scores of 4 or 5.

- **Concurrent Classes:** Classes taken at community colleges, which may appear on high school transcripts.
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Community Service

- **Interact Club:** A community service club (open to all grades) sponsored by Rotary International with the motto "Serve others above yourself."
 - **Rotary Club:** A service club specifically for seniors, with a mission to serve communities.
 - **Best Buddies Program:** Pairs students with special needs children to foster friendships and support.
 - **Upward Bound:** Program for low-income students, offering college readiness workshops and field trips to universities.
 - **Girls and Boys Club:** Provides mentorship, leadership training, and community activities.
 - **White Pony Express:** Volunteer organization that redistributes surplus food to those in need.
 - **Key Club:** A student-led international service organization dedicated to improving communities.
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Athletics and Extracurriculars

- **Flag Squad:** Performs routines at school rallies and events to boost school spirit.
 - **NCS CIF Scholar Athlete:** Award for students excelling in both academics and sports in the North Coast Section of CIF.
 - **Scholar Athlete:** Recognition for students achieving both athletic and academic excellence.
 - **All League (Honorable Mention):** Recognition for athletic contributions to league competitions.
 - **LINK Crew:** Student mentors who guide and support incoming freshmen.
 - **STUNT:** A competitive cheerleading program at Ygnacio Valley High School.
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College/DVC (Diablo Valley College)

- **Puente Project:** A one-year pre-transfer learning community supporting first-generation Hispanic and Latino students through writing, counseling, and mentoring.
 - **Student Ambassador:** Guides prospective students through the college enrollment process and promotes campus resources
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- **MESA (Mathematics, Engineering, Science Achievement):** A program for first-generation college students or children of immigrant families, supporting STEM majors.
 - **Academic Honors (DVC):** Recognizes outstanding academic achievements at DVC.
 - **Formula 1 Club:** A club focusing on computer science, engineering, and robotics.
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Government/Policy

- **DACA (Deferred Action for Childhood Arrivals):** A federal program for immigrant youth allowing temporary residence and work eligibility.
- **Pell Grant:** Federal financial aid awarded to students based on financial need.