

Date: Board Meeting of December 4, 2018

Proposal: Wenatchee School District
Proposed Structured Forums for Finalist Second Round Interviews

Our proposal contemplates a single-day event for each of the 2nd round finalists. While the proposal can be accepted as presented, there are alternative variations possible as well.

Each candidate invited for a second interview participates during the day in a series of 'engagements'. All stakeholders who engage with the candidate will be given (a) a list of kinds of questions that are not lawful to ask, and (b) a feedback form based on the Leadership Profile.

- 8:00-10:00am ***Committee of 15-20 invited stakeholders and parent leadership***
- Union leadership, District Office staff, site administrators, parents
 - Committee members submit potential questions or topics in advance to consultants
 - Committee members must commit to all three mornings to participate
- 10:00-11:30am ***District Tour and Site Visits***
- District Office representative(s) to drive the candidate on a "windshield tour" of several district sites.
 - Two stops including a short walk through one elementary school and one middle school. Both school stops include classroom visits alongside 2-3 administrators and/or teacher leaders.
- 11:30am-12:30pm ***High School Visit and Student Meeting***
- Walk through of the high school, including classroom visits alongside 2-3 administrators and/or teacher leaders.
 - Meeting with selected group of students that represent the student enrollment. (students provided lunch)
- 12:30-2:00pm ***Lunch with up to 8 appointed individuals representing Community Leadership***
- 2:00-3:00pm Candidate Break
- 3:00-5:00pm ***Open Community Forum***
- Moderated by HYA consultant
 - Questions submitted in advance
 - Board Members present in the back of the room
 - Candidate begins with a 5-slide power point presentation

5:00-6:00pm *Candidate free time.*
Board Members meet with HYA consultants

6:30-8:30pm ***Board Member and Candidate dinner and interview***

Notes

- At each 'event' above feedback is collected by the consultants. Feedback utilizes a form that directly ties to the Desired Characteristics. It is advisable that both consultants are onsite, so that one can manage/orchestrate the events while the other manages and analyzes feedback throughout the day.

Cost: \$1000 per day for each consultant

Variants:

- A. Any of the above events can be elongated, shortened, or omitted.
- B. The Board may want to make certain slots on the Community Panel (*Committee of 15-20*) available by lottery, rather than appointment.
- C. In the model above, we will have asked the candidate to prepare only a 5-slide power point. It is possible to ask for additional artifacts. Recognize however,
 - a. We want to be mindful of the candidate's time.
 - b. More time presenting artifacts will result in less time engaging with the community.
- D. We do not foresee that this model can assume confidentiality of stakeholders, given how many stakeholders will be involved. Thus, we anticipate notifying candidates that at the point of second-round interviews, candidates' names will no longer be privileged.