



Nominations Task Force

2023-2024

Nominations Process Overview

Establish Task Force

- ✓ Solicit & recruit members
- ✓ Board Vote

Oct - Nov

Determine Recruitment Strategy

- Complete board skills assessment
- Define diversity commitments
- Send out nominations survey to Board Members
- Determine communications/ outreach plan
- Update support materials (e.g., board application, nomination letter, interview guide,

Nov-Dec

Initiate Recruiting

- Expression of Interest Survey to school family
- Expression of Interest and Obstacles to Serving survey to all SES families
- Targeted invitations to recommended candidates

Jan

Meet and Greet, Informal Conversations, and Final Application Packets

- Meet and Greet for those who expressed interest
- Task force makes recommendations for those to submit final application packets
- Interviews

Feb - Mar

Finalize Decisions

- Task force makes final decisions
- Communicate to Candidates
- Final vote at May board meeting
- Assign mentors

Apr-May

Category	Skill	V	S	T	V	S	T
Academic Excellence	<i>Understanding of how data is used to close the achievement gap</i>	3	6	9	2	3	5
	<i>Strong analytical skills</i>	13	0	13	8	0	8
	<i>Life experience using data to solve problems in education or other fields</i>	10	3	13	7	1	8
	<i>Familiarity with state and national assessments</i>	2	6	8	1	2	3
Development	<i>Experience building/scaling a sustainable nonprofit fundraising program</i>	2	3	5	1	1	2
	<i>Experience cultivating/soliciting high net worth individuals</i>	3	4	7	1	3	4
	<i>Event planning</i>	4	8	12	2	6	8
	<i>PR & marketing</i>	1	9	10	1	5	6
Facilities	<i>Facility financing</i>	1	4	5	0	4	4
	<i>Supervising complex facilities projects</i>	1	4	5	0	3	3
	<i>Real estate law</i>	0	2	2	0	0	0
Finance	<i>CFO</i>	2	1	3	2	1	3
	<i>Accounting/Bookkeeping</i>	1	6	7	1	6	7
	<i>CPA</i>	1	0	1	1	0	1
	<i>Financial policies and controls</i>	1	7	8	1	4	5
	<i>Long-range budget planning/forecasting</i>	3	9	12	3	4	7
Governance	<i>Previous experience with creating board development processes</i>	0	7	7	0	3	3
	<i>Previous nonprofit governance experience</i>	1	9	10	0	5	5
	<i>Experience finding and recruiting trustees</i>	1	3	4	1	1	2
HR	<i>Employee policies and procedures</i>	5	7	12	2	5	7
	<i>CEO annual reviews</i>	2	3	5	1	3	4
	<i>Employee benefits</i>	1	8	9	1	6	7
	<i>Performance management</i>	7	3	10	4	2	6
	<i>Recruiting</i>	4	7	11	4	3	7
Key Qualities	<i>Excel at group process and facilitation</i>	9	4	13	5	3	8
	<i>Startup Temperament</i>	6	7	13	3	5	8
	<i>Problem solving skills</i>	12	1	13	7	1	8

Diversity and Equity Commitment

The Nominations Task Force is committed to establishing and maintaining diversity on the Governing Board for Atlanta Neighborhood Charter School by managing a recruitment/nominations process that does not discriminate on the basis of race, color, religion, gender, sexual orientation, national and ethnic origin, age, disability, socio-economic status, family structure, or any other characteristic protected by law. Furthermore, the Task Force will continue to investigate ways to increase participation on the Board by reviewing its application processes and eliminating obstacles to serving as a member of the board.

- Board members' nominations process
- Creating lower-stakes ways to participate, e.g. as committee members and as a member on limited-time task forces.
- Continue to recruit based on a broader range of skill sets
- Continue to provide virtual options for all recruitment activities

Communications and Outreach Plan

1. Committee Chairs Survey – how many committee chairs would like to open a committee member spot? Survey to be distributed in December.
2. Board Members Nominations Request – a more formal process for nominating members from our neighborhood community and from the school family. Nominations from board members will be vetted early to determine number of open slots for a general call.
3. Create new infographics detailing the roles and responsibilities for board members and for committee members