

# Pullman Community Montessori

---School proposal and design developed by the Pullman Charter School Initiative---

## Board Candidate Evaluation Form

Candidate Name: \_\_\_\_\_ Date: \_\_\_\_\_

Evaluator Name: \_\_\_\_\_

**Below are a list of questions to ask potential board candidates. The questions in black are our primary questions. The optional questions are to provide ideas for follow-up or additional question if time is available. Throughout the interview, look for connections to Governing for Greatness (which is a required reading for applicants).**

### 1. Relevant Expertise:

**To Guide Review Thoughts:** Does the candidate have expertise relevant to a board position? Will their expertise fill a need unmet by current board members? Has the candidate had enough experience within their field to make meaningful contributions? Is the candidate willing to share their expertise as a board member?

*Please check only the TWO most relevant areas of expertise:*

- |   |  |
|---|--|
| <input type="checkbox"/> Strategic planning             | <input type="checkbox"/> Governance                          |
| <input type="checkbox"/> Senior management/leadership   | <input type="checkbox"/> Facilities/Real Estate              |
| <input type="checkbox"/> Accounting/finance Fundraising | <input type="checkbox"/> Education                           |
| <input type="checkbox"/> Legal                          | <input type="checkbox"/> Politics/ Connections               |
| <input type="checkbox"/> Marketing/PR                   | <input type="checkbox"/> Community Representation/Organizing |

### CANDIDATE QUESTIONS: Your Skills and Expertise:

1. Please elaborate on your answer to Question 2 on the Questionnaire "What skills, connections, acumen, and/or characteristics would you bring to the PCM board to further us on our pursuit to achieve our mission and vision?"
2. What is your past governance experience? Do you believe the board you served on was effective? Why or why not?
3. What role do you envision yourself playing on the PCM board if you are selected?
4. What would you do if the media or some local groups opposed the school?

#### Optional

- a) Tell us about an experience or achievement from your own schooling that was particularly powerful for you?
- b) Do you have any past issues or conflict of interests that could potentially interfere with your service on the board?
- c) Describe a project that you raised money for in the past. What were your goals and what was the outcome?

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Unsure	No Evidence	Little Evidence (< 1 example, vague answers)	Some Evidence (2+ examples, supporting ideas)	Substantial Evidence (2+ specific examples, supporting ideas)
N/A	1	2	3	4

Notes:

## 2. Teamwork:

**To Guide Review Thoughts:** Will the candidate make a good team member? Is the candidate open to hearing others' opinions and perspectives? Sensitive to group dynamics? Willing to put organizational needs before their interests and needs in making decisions?

### **CANDIDATE QUESTIONS: Your Thoughts on Teamwork and Group Participation:**

1. Describe an experience in which you had leadership responsibilities with a group. What worked? What didn't work? What did you learn about yourself?
2. What qualities make some boards more effective than others?
3. Provide an example of a time where you identified an area you needed to grow in. Discuss the steps you took to identify, how you addressed growing in this area, and what tools/methods you used to check in on your progress and measure growth.
4. If your personal views were to come into conflict with a decision of the board, what would you do? Or, describe a situation in which you had a conflict with another person (fellow volunteer, team member, employee, or manager). What strategies did you use to resolve the conflict?

#### **Optional**

- a) What do you see as the role of the ideal board member?

Unsure	No Evidence	Little Evidence (< 1 example, vague answers)	Some Evidence (2+ examples, supporting ideas)	Substantial Evidence (2+ specific examples, supporting ideas)
N/A	1	2	3	4

Notes:

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## 3. Commitment: Your Time and Energy:

**To Guide Review Thoughts:** Is the candidate willing to devote their full energy and talent to the board? Is the candidate's understanding of these responsibilities as a board member aligned with our expectations? Do they have the time necessary to be an active board member? Even in the face of organizational challenges and difficulties, will the candidate remain committed to the organization?

### **CANDIDATE QUESTIONS: Your Time and Energy:**

1. Are you willing to keep fundraising as your top priority, regardless of your role? If you don't have fundraising experience are you willing to be trained?
2. Do you have any other non-profit commitments or passion projects that might be a higher priority than your work on this board? If so, what are they? How would you navigate the obligations of both?
3. What ideas if any do you have to leverage your networks and connections that could benefit the school? Or, How might you advocate for the school publicly and privately?
4. Would you be willing to make a financial contribution (direct or indirect) that was meaningful to you and the school if you were a member of the board?

Unsure	No Evidence	Little Evidence (< 1 example, vague answers)	Some Evidence (2+ examples, supporting ideas)	Substantial Evidence (2+ specific examples, supporting ideas)
N/A	1	2	3	4

Notes:

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## 4. Philosophical Alignment:

**To Guide Review Thoughts:** Does the candidate believe in the mission and purpose of both our organization and the WA charter school movement? Will the candidate make decisions based on alignment with the organizational mission, rather than based on personal needs and considerations?

### **CANDIDATE QUESTIONS: Your Philosophical Alignment with PCM:**

1. Describe your vision of an excellent public school? Describe what role you feel the Board plays in achieving such a vision?
2. For our school, ten years from now, how would we know if it had been successful? What kind of measurable or appreciable results might we see that would have us know we had succeeded?

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3. What do you like and dislike about the charter school idea? Or, What do you think about the WA charter school sector?
4. Why do you think so many low-income students, students of color, and student whose first language is not English are not succeeding academically? What is needed to address these causes? What are your thoughts around serving highly capable students?

## Optional

1. Where do (or did) your children go to school? Are/were you satisfied? Why or why not?
2. In your opinion, what is right with education and wrong with education right now?
3. How does WA's charter school sector differ from other states (looking for generalities)?
4. What do you like about the Montessori method of education?
5. Do you think public schools should be in the business of teaching character and civic education?

Unsure	No Evidence	Little Evidence (< 1 example, vague answers)	Some Evidence (2+ examples, supporting ideas)	Substantial Evidence (2+ specific examples, supporting ideas)
N/A	1	2	3	4

Notes:

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**TOTAL SCORE (out of 16):**

**Overall Impressions:**

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