



Board Recruitment Update
March 16, 2021

Objectives of today's discussion

- Provide an update on our pipeline to date
- Align on candidates to prioritize for interview stage
- Revisit proposed timeline and next steps

Reminder: Priorities for Board recruitment

Priority capabilities / characteristics	Potential profiles
<i>Academic expertise</i>	School leaders (current / former) Charter school network staff with academic focus District staff with instructional focus Talent development/recruitment (e.g. director of recruitment, chief talent officer, or org leader focused on teacher/leader diversity)
<i>Finance expertise</i>	Charter school / district finance staff School finance consultants Facilities / leasing experts
<i>Community voice</i>	Community members Community organizers with deep connections to Black/Filipinx/Latinx communities Alumni Elected officials / people with political connections



Seeking to prioritize greater diversity across all areas and add 2-3 members by end of school year

Current pipeline

- Through our collective outreach efforts we have developed a robust slate of candidates
- We propose conducting interviews with the following candidates over the next month (or reaching out to test for interest if not already done):
 - Deborah Meister (Lighthouse, Director of Curriculum & Instruction)
 - Caheri Gutierrez (Oakland Promise, Communications Coordinator)
 - Ana Gomez (Hamilton Families, Assoc. Director of Strategic Partnerships)
 - Yanira Wandera (GO Public Schools, Director of Community Leadership)
 - Lakisha Young (Oakland Reach, Co-Founder / Executive Director)
 - Romeo Garcia (New Century Public Charter School, Vice Principal and Founding Principal of ARISE)

Update on timeline and next steps

Timing	Owner(s)	Activity	Status
By mid-February	KG / GF	Create initial plan and confirm proposed areas of focus with full Board at 2/16 meeting	Complete
	Full Board	Identify potential candidates and start outreach to gauge interest	Complete
February 16 - March 16	KG / GF	Develop candidate slate aligned with target capabilities / characteristics (with input from full Board)	Complete
	KG / GF	Develop interview guide	Complete
	Full Board	Review candidate slate at 3/16 meeting and confirm extent to which current Board members intend to continue in SY21-22	Focus of today
March 16 - May 11	KG / GF	Conduct interviews with potential Board members	In process In process
	KG / GF	Continue adding candidates to slate as needed	
	KG / GF	Share feedback on interviews and proposed candidates to extend offers to at 5/11 meeting	
May 12 - June 15	JO	Extend offers to potential candidates	
	KG / GF	Develop onboarding plan	
	KG / GF	Introduce new Board members at 6/15 meeting	