

Board Member Interview Considerations

Below are some points that board members might consider as they listen to candidates answer interview questions. These points were adapted from the MASB Publication, *Filling a Board Vacancy by Appointment: A Simple Guide to the Fundamentals of Board Vacancies*.

Checklist for Qualified School Board

1. **Put children first** . A qualified school board candidate should believe that every student deserves an equal, quality education. They should have a true commitment to the successful future of all students in the district and a proven history of advocacy on their behalf.
2. **No personal or political agenda.** Board candidates shouldn't be running on their own personal agenda or political aspirations. Instead, they must have a passion for public education and believe that all students are entitled to a quality education.
3. **Understands community outreach.** A qualified school board candidate understands the importance of engaging the community in the school board's decision-making process.
4. **Provide leadership.** A qualified school board candidate should be passionate about moving the district forward. To accomplish this, a candidate needs to be an innovative problem solver who's effective in building consensus and isn't adverse to change and reform.
5. **Know educational policy.** A qualified school board candidate should be somewhat familiar with education policy and the role of the school board in policy making.

Do their answers demonstrate:

- A deep and abiding faith in the social significance of public education with no other agenda.
- An understanding of the democratic process, consensus building, and that individual board members have no legal authority.
- Respect for district staff and a commitment to deal with them professionally.
- The willingness to listen thoughtfully to other board members' opinions and concerns and support the will of the majority.
- Reliance on facts, open-mindedness, and respect for others' ideas, suggestions, and criticisms.
- Support of the entire community including citizens who do not agree with their political positions or have a direct relationship with the district.