



## WEAC Recommended School Board Candidate Screening for Local Union's

Below is a breakdown of the process for recommending a school board candidate for your union. WEAC and Region UniServ Directors and Organizers are available to help with this process as well as provide support during the election of the candidate. Go to [www.weac.org/schoolboard](http://www.weac.org/schoolboard) for additional resources.

### **Step 1: Prep Prior to Candidate Screening**

1. Identify and invite members to serve on the candidate screening committee
2. Request candidate(s) to come in for a screening with the committee
3. Review the questions and make any adjustments for your district
4. Interview the candidate(s) and assess who the committee will recommend endorsing

### **Step 2: Candidate Screening**

- Keep as close to 10 questions or less
- Your questions should be geared to finding out the values of candidate(s) rather than their knowledge of certain terms or concepts. For first-time candidates, much of the process may be new and unfamiliar.
- Take turns asking the questions
- Listen and take notes
- Meet right away to discuss the pros/cons of endorsing the candidate(s)

### **Screening Question Examples – Pick 10 or less**

1. What influenced you to run for School Board and what personal attributes, education or experience do you have that have/will help you to be a successful school board member?
  - a. Follow-up: Have you taken any school board member training offered in our state? If so, from whom? If not, would you be interested in these resources?
2. What are your goals for the school board in general and you as a member?
3. In what ways might you foster stronger communication between the school board and the union? The school board and the community?
4. How do you envision the role of the union in decision making and/or collaboration? How will you hold administration accountable to working with our union?
5. What budgetary challenges do you anticipate and how do you believe the board should work to overcome those challenges? Are there priorities you think the district should try and preserve if cuts are necessary?
6. [If referendum on ballot] What are your thoughts about the referendum the district is putting before voters? What challenges do you anticipate and how do you believe the board should work to overcome those challenges?
7. [If referendum on ballot] And, if the referendum doesn't pass, what priorities do you think the district should try to preserve in making cuts?
8. What are your thoughts on private voucher and charter schools?

### **Screening Question Examples (cont'd)**

9. Insurance costs continue to rise and have long been a significant part of staff compensation. In what ways would you work with staff to maintain district health benefits while balancing the financial needs of the district?
10. Other than funding, what do you believe to be the biggest challenges facing the district at this time and how should the board address them?
11. What are your thoughts on the best ways to evaluate administrative and teacher performance? What should the objective of these evaluations be? Do you support teachers evaluating Administrators in a meaningful way?
12. What specific suggestions do you have to improve the educational achievement for all students, particularly those affected by the opportunity gap?
13. As a board member, what is your role in addressing the effects of discrimination based on race, gender, LGBTQ+, disability, etc. in our district?
14. Behavior challenges and safety have become a huge concern in schools across the nation. The rise in violence or threats of violence has caused increased concern for students, staff, and community members. As a board member, what steps would you take to help ensure we are prepared to prevent and respond to violence in our schools?
15. Support staff provide essential services to help our district run smoothly both inside and out of the classroom. How do you plan to recognize their needs as equal employees in our district so they can be provided with the proper support?
16. What are your goals for the school district over the next five years? What process should the school board use to achieve their goals? How do you see your role in this process?
17. Do you support full collective bargaining for public school employees?
18. Please describe your campaign plan to win the election.

### **Step 4: After the Screening**

1. Bring the recommended endorsement(s) to a vote by the local's membership as soon as possible to ensure there is time to work on the campaign
2. Send a letter to the candidate informing them of your endorsement and seeing what things they would request from the local, Region or state education association (see WEAC's form of how we can help).
3. Fill out the WEAC and Region request for help forms. WEAC's is here: [www.weac.org/schoolboard](http://www.weac.org/schoolboard). Contact your Region for their process.
4. Begin work to help elect your candidate!

### **Resource**

Please visit our website for a request for help form and other resources - [www.weac.org/schoolboard](http://www.weac.org/schoolboard).