

**ALBANY UNIFIED SCHOOL DISTRICT  
BOARD AGENDA BACKUP**

**Regular Meeting of August 13, 2024**

**ITEM: BOARD OF EDUCATION MID-TERM APPOINTMENT:  
REVIEW APPLICATIONS, INTERVIEW CANDIDATES,  
AND VOTE TO APPOINT A NEW MEMBER**

**PREPARED BY: VERONICA DAVIDSON, PRESIDENT, BOARD OF EDUCATION**

**TYPE OF ITEM: REVIEW AND ACTION**

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**PURPOSE:** The purpose of this item is for the Board of Education to review the applications received for the Board of Education Mid-Term Appointment, interview candidates, and vote to make an appointment.

**BACKGROUND INFORMATION:** Due to the resignation of Ron Rosenbaum, effective August 1, 2024, the Albany Unified School District Board of Education (the Board) is obligated to appoint a new trustee to fill the vacancy (within 60 days of resignation per Education Code § 5091, and AUSD Board Bylaw 9223).

**DETAILS:** Applications for the mid-term appointment were posted online on **August 1, 2024**, with a deadline to submit by midnight on **Thursday, August 8, 2024**. All applications received have been posted in the agenda packet. Each applicant will be interviewed following this process:

- All interviews, discussion, and voting must be done in Open Session.
- The Board will hear public comment before the interviews.
- The order of interviews will be determined by a random drawing of names by the Executive Assistant. Candidates will be asked to step out of the room while one is being interviewed.
- Each candidate will have approximately 10 minutes to interview. Each candidate will be asked to tell a little about themselves, and then answer 4 questions based on the Board of Education Meeting Norms. *The Meeting Norms and questions are attached.*
- All candidates will be brought back into chambers at the conclusion of the individual interviews.
- The Board will discuss the candidates in open session. Each Trustee considers their choices by rank (1st, 2nd, 3rd, etc.).

- After discussion, the Presiding Officer will ask each Trustee to state their 1st choice. If a majority of the Board has the same 1st choice, a motion may be made. If a majority of the Board is not reached, the Presiding Officer will ask each Member to state their 2nd choice, until a majority has been reached. Then a motion may be made to vote.
- Once a motion is made and that vote is seconded, a roll call vote will be taken. A majority of the Board needs to approve the appointment.
- The person selected to serve as the appointed Board Member will be announced. However, the Oath of Office will be administered by the City Clerk on **August 14th**, 2024, at 6:00 pm during the Board of Education Special Meeting.

**FINANCIAL INFORMATION:** None

**STRATEGIC OBJECTIVES ADDRESSED:**



**Objective #1:** *Assess and Increase Academic Success. Goal: We will provide a comprehensive educational experience with expanded opportunities for engagement, assessment, and academic growth so that all students will achieve their fullest potential.*



**Objective #2:** *Support the Whole Child. Goal: We will foster the social and emotional growth of all students, implement an array of strategies to increase student engagement, identify individual socio-emotional and behavioral needs, and apply collaborative appropriate interventions.*



**Objective #3:** *Communicate and Lead Together. Goal: All stakeholders will collaborate and communicate about decisions that guide the sites and district.*

**RECOMMENDATION:** Board of Trustees to review the applications received for the Board of Education Mid-Term Appointment, interview candidates, and vote to appoint a member.

**ALBANY UNIFIED SCHOOL DISTRICT  
BOARD OF EDUCATION MEETING NORMS AND  
LIST OF POSSIBLE INTERVIEW QUESTIONS**

**Meeting Norm 1. Maintain a focus on what is best for our students**

**Q1:** What are your priorities for how to improve the services we provide to students (or maintain them if you don't think any improvements are needed)?

**Q2:** A Board conversation is shifting to a political debate. How would you help shift the focus back to what is best for students?

**Q3:** Every decision that comes before the board has varying degrees of impact on our students. In your decision-making process as a Trustee, how would you ensure that your decisions are guided by what's best for all of our students?

**Q4:** What experience do you have with Albany schools and students? Do you have any particular areas of interest or concern?

**Meeting Norm 2. Ensure a safe environment for all views to be expressed, treating each other, staff, and the public respectfully**

**Q1:** What are some rules or practices you think are important to ensure that everyone is treated with respect in board meetings?

**Q2:** A member of the public makes public comments on an agenda item that you do not agree with. How will you react during the board meeting and afterwards?

**Q3:** AUSD serves, employs, and works with a diverse range of people. How would you use your position as a Board member to uplift marginalized communities and create a safe environment for all views to be expressed?

**Q4:** What do you think of the current AUSD board meeting format, and can you identify any areas for improvement? How would you help maintain the culture of civility we've established in the last 20 months?

**Meeting Norm 3. Endeavor to find common solutions to issues through collaboration without sacrificing one's beliefs in what is best for students**

**Q1:** How do you personally approach "going across the aisle" on issues that are important to you but where you strongly disagree with "the other side"?

**Q2:** You want a certain sport at AHS to receive more funding than another, but the majority of the Board wants to give equal funding to all sports. How would you advocate that it is best for students to fund each sport differently?

**Q3:** As a Board, it is important for us to engage with all stakeholders (students, parents, staff, and one another); however, we may not see eye to eye on all the issues that come before us. Can you give an example of how you would navigate conflicts within the Board and/or with stakeholders?

**Q4:** How would you work with school board members, staff, and stakeholders whose views differ from yours, to resolve issues?

**Meeting Norm 4. Make a commitment to effective deliberation, each one listening with an open mind while others are allowed to express their own points of view even if one disagrees**

**Q1:** Can you think of a time where you started a discussion or debate on one side of an issue but through listening to others, ended up changing your mind? Tell us about that.

**Q2:** How would you handle a vote where the majority of the Board directs the Superintendent to do something that you disagree with?

**Q3:** Can you share an experience where you may have had your mind set on a particular decision, but were open to feedback and discussion? What was the final outcome?

**Q4:** Would you be able to advocate for a course of action while accepting a decision you strongly disagree with? Can you give an example of how you've compromised to resolve an issue effectively?