



## Board Recruitment and Selection

### Introduction

Allegiance STEAM Academy is committed to fostering a strong and qualified Board of Directors that upholds the organization's mission, vision, and strategic goals. This Board Recruitment and Selection Process adheres to California law and best practices to ensure a transparent and inclusive approach.

### Qualifications

Candidates for the ASA Board of Directors should possess the following qualifications:

- **Dedication to ASA's Mission & Vision:** A strong commitment to ASA's mission of expanding school choice and unleashing student's natural potential and a clear understanding of the organization's vision for the future.
- **Governance Expertise:** Experience or knowledge of relevant governance principles and practices for non-profit organizations and/or charter schools.
- **Strategic Thinking and Leadership:** The ability to contribute to strategic planning, problem-solving, and effective leadership within the Board.
- **Time Commitment:** A willingness to dedicate the necessary time and energy to fulfill Board responsibilities, including attending regular meetings, committee work, and participation in professional development opportunities.
- **Teamwork & Collaboration:** The ability to work effectively within a team environment and collaborate with diverse stakeholders.

### Recruitment Process

ASA utilizes a multifaceted approach to identify and recruit qualified Board candidates. This includes:

- **Public Notice:**
  - Posting of Board openings on relevant online platforms.
  - Dissemination of announcements through local media outlets and educational association networks (optional, depending on outreach strategy).
- **Internal Nominations:**
  - Encouragement of current Board members and staff to nominate qualified individuals who align with ASA's values and qualifications.
- **Candidate Identification:**
  - The Governance Committee may proactively identify potential candidates with relevant experience and expertise.



## Candidate Selection Process

All interested candidates are required to submit the following materials:

- A resume or curriculum vitae outlining relevant experience and skills.
- A letter of interest expressing their qualifications and motivation for serving on the ASA Board.

The Governance Committee will review all applications and select candidates for further consideration based on the established criteria. This may involve:

- Initial Interviews: Conducting interviews with shortlisted candidates to explore their qualifications, understanding of ASA, and alignment with the organization's mission and goals.
- Reference Checks: Verifying references provided by candidates.
- Board Meeting Attendance: Inviting shortlisted candidates to attend a Board meeting to gain firsthand experience with Board operations.

## Board Vote and Onboarding

The Governance Committee will present a final recommendation to the full Board regarding the proposed candidate(s). The Board will then vote to approve the appointment of new Board members.

Following selection, new Board members will undergo a comprehensive onboarding process, including:

- Orientation to ASA's mission, vision, governance policies, and strategic plan.
- Training on Board member roles, responsibilities, and legal requirements for charter school boards.
- Introduction to key staff and stakeholders.

## Term Limits and Removal from Office

Board members shall serve a term of three years with the possibility of renewal, subject to Board approval and adherence to any term limit policies outlined in the ASA bylaws. Removal from office may occur under circumstances outlined in the ASA bylaws.

## Review and Updates

This Board Recruitment and Selection Process will be reviewed and updated periodically as needed to ensure alignment with best practices and any changes in legal requirements.



### Compliance with California Law

ASA acknowledges its responsibility to comply with all applicable provisions of the California Education Code, particularly those pertaining to board recruitment and selection for charter schools (e.g., Education Code Section 47604).

### Transparency and Community Engagement

ASA is committed to transparency in its Board recruitment process. Public announcements regarding Board openings will allow for a wider pool of qualified candidates and demonstrate the organization's dedication to community engagement.

### Conclusion

ASA strives to cultivate a strong and diverse Board of Directors that actively contributes to the organization's success. This Board Recruitment and Selection Process ensures a thoughtful and inclusive approach to identifying and selecting Board members who will serve ASA with the highest level of dedication and expertise.