

Community School for Creative Education Board Skills & Capacities Matrix Amendments marked in **red** for Board review & approval

The Nominating Committee looks for the following skills and capacities when considering Board Candidates. It is the Nominating Committee's expectation that (xparticularly during CSCE's startup phase,) Board members will, in addition to serving on the Board, and following the recognized first term of ramp up, perform services in their area of expertise as a donation to CSCE.

The Nominating Committee seeks Board members with the following skills and capacities:

Financial	Both accounting and bigger picture financial management skills
Real Estate	Facility identification, negotiation, financing and property management
Fundraising	Cultivating individual donors, building a donor base & cultivating corporate and foundation giving;
Public relations/marketing	Especially as it relates to fundraising and community building
Human Resources	Personnel policies, salaries, benefits
Legal expertise	General law as opposed to educational law
Curriculum and Instruction	Curriculum and instruction with focus on serving children in urban highly diverse settings blending the wholistic paradigm of Waldorf with Common Core aligned EL Education (xdirect instruction paradigm of Open Court)
Governance	Previous governance experience (nonprofit or corporate, charter)
Waldorf	Knowledge of Waldorf curriculum in public and private schools
Community Organizing and Development	Experience in, commitment to and knowledge of community organizing and community development, with focus on serving the traditionally underserved of language-rich and culturally diverse Oakland

Date Board Approved: May 18, 2017
Date Board Amended: September 24, 2020
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