



Policy 10.0 Nominating

10.1 Board of Directors Candidate Nominating Policy and Procedure

The Governance Committee of the Board of Directors takes the lead in finding and recruiting new members to the Board of Directors. The Committee will look to all WPCS Charter School Board of Trustees members to participate in recruiting new members. The process for nominating and approving new WPCS members is as follows:

1. Annually in July, the Governance Committee conducts a Skills Inventory of the board of trustees and develops a prioritized list of needs that is approved by the full board.
2. Potential candidates are recommended to the Governance Committee.
3. A member of the Governance Committee conducts an initial phone or email screening to explore the background and qualifications of the potential trustee. The candidate is asked to forward a copy of his or her résumé to the Governance Committee. Should the candidate be a fit for the skills needed onto the board the interviewer will recommend an interview with Governance.
4. The Governance Committee invites the potential trustee to the school to meet the board or a board committee and the Executive Director, as well as to tour the school and participate in a lengthier in-person interview. The candidate is provided written and/or trustee [job descriptions](#) and expectations and interviewed about his or her ability to comply with all requirements.
5. If the candidate remains a fit for a committee or the board, he or she is invited to attend the next scheduled trustees' meeting.
6. The potential trustee's résumé is forwarded to all Board of Trustee members in advance of the meeting that the potential trustee is planning to attend.
7. When the potential trustee attends the board of trustees meeting, he or she is given a copy of the following documents:
 - [WPCS Board Member Questionnaire](#)
 - [WPCS Board Committees and Committee Chair description](#)
 - WPCS public meeting minutes from the past calendar year

8. If the potential trustee continues to be interested in joining the board after he or she attends a meeting, and the Governance Committee finds that the candidate shares philosophical alignment with the mission of WPCS Charter School and possesses useful capacities for the board, the Governance Committee will recommend to the full board of trustees that the candidate begin a probationary period to consist of three consecutive board meetings, during which the candidate will have all powers and privileges granted to a full board member, less the privilege of voting. A vote on membership will be taken in closed session. Once a new trustee is approved, he or she will be provided an orientation and be requested to complete all necessary paperwork.

9. At the end of the probationary period, the right to vote will be granted and the candidate will be considered to be a full member.