

2021 Guidelines for Observers of Superintendent Interviews

The Snoqualmie Valley School Board of Directors appreciates the interest of community to participate in the superintendent search process, and looks forward to feedback from a representative group of stakeholders.

Please review the following guidelines of participation for those who wish to be a part of the 16 observers of first-round interviews.

Observer Expectations:

1. All observers must commit to two full days, March 23 and March 25, 2021, 8 a.m. to 5 p.m., to observe all applicant interviews. Observers who do not observe all applicant interviews will not be able to submit feedback to the Board, out of fairness to all the candidates.
2. Applicant interviews will be conducted in executive session by the Board, with invited observers in attendance only.
3. The purpose of the observer is to provide written feedback to the Board as to how well the applicant meets the desired superintendent characteristics, as determined by community surveys and stakeholder meetings. The purpose is not to rank applicants, nor to pick a favorite.
4. Observers will observe applicant interviews only. They will not observe or participate in the Board's debrief or discussions.
5. Observers will not comment or ask questions during the interviews. Only the Board, based on advice from the search consultants, will determine and pose all questions to the candidates.
6. Observers must sign a confidentiality non-disclosure agreement and return it by March 16. Confidentiality is a requirement of participation, to protect and respect the applicants. Violation of this agreement will be taken most seriously by the Board and violators will be held accountable.
7. Observers should not confer amongst each other, nor with non-observers, about any candidate interview during or after the interviews.
8. Only Board members will determine which applicants advance to final interviews. Such determination will be made after all first-round candidates have been interviewed and after the board has had the opportunity to review input from the observers and to deliberate.
9. There will be no observers during finalist interviews.
10. The names of individuals selected to be observers will be published by the District.