

STATE NOMINATING COMMITTEE

A nominating committee will interview all candidates who submit the required information as required in the bylaws. The committee will recommend slate of six officers and four at large candidates to the state convention delegates.

1. The committee shall consist of one active FFA member representative from each FFA district, to be determined by the district, each with the power to vote.
 - a. Committee members may not be from the same chapter as a state officer candidate.
 - b. Committee members are ineligible for any other state convention activities with the exception of scholarship interviews.
2. The committee will be facilitated by a past state officer coordinator from the previous year's state officer team. The coordinator will be selected by the FFA Executive Secretary.
3. The committee will be advised by a current or former agricultural educator, selected by the FFA Executive Secretary and confirmed by the state Executive Committee.
4. The agenda, all materials, and procedure for the nominating committee will be approved by the past state officer coordinator, the committee advisor, and the FFA Executive Secretary prior to the beginning of state convention.
5. The committee will not start committee work prior to 4pm on Friday of Convention They committee coordinator will make every effort to not start committee work prior to 6am and have work completed each day by 10pm.
6. State Officer candidates are evaluated based upon many criteria, and those criteria are fleshed out through a number of interviews, tests, speeches, and opportunities. They are:

Written Test:

State Officer candidates will take a written test to kick off their bid for a state office. Knowledge is key, and the written test portion of the Nominating Committee process will give the committee a good indication as to how much each candidate has put into the FFA in developing a sound knowledge and background of the organization, the purposes of Agricultural Education and the many facets of the Agricultural industry. In addition, knowledge of educational issues is included on the test. The test will consist of 25 questions. The written test is broken down as follows:

1. FFA
 - Knowledge of the FFA is key. Some sources to study would be the *National FFA Manual*, the National FFA website, the Oregon FFA website, the Oregon FFA Constitution and By-laws, and *FFA New Horizons*.
2. Agricultural Issues
 - FFA exists as the future of agriculture. The opening line of the FFA Creed says, "I believe in the future of agriculture," and that belief is imperative for a State Officer in the Oregon FFA. Candidates should have a very sound knowledge of agriculture in general and Oregon agriculture in particular. Much of that knowledge will revolve around issues that face the industry.
 - Good resources to study would be the USDA's website, the Oregon Department of Agriculture website, the Oregon Farm Bureau website, the

American Farm Bureau website, *The Capital Press*, textbooks, your agricultural instructor, and many other sources.

3. Educational Issues

- A significant portion of the Oregon State Officers' role is tied to education in Oregon. Whether that has to do with State Officers going to the Capitol to tell legislators Ag Ed's story, or simply sharing how FFA is intra-curricular, a knowledge of educational issues in the state and nation is critical.
- A few good resources to study would be found at the Oregon Department of Education's website, a candidate's ESD, the National FFA website, and the candidate's FFA Advisor.

4. Parliamentary Procedure

- In the real world of meetings and organizations, it is easy to spot former FFA members. They know how to run a meeting quickly and efficiently while attending to business effectively. An Oregon FFA State Officer should have a sound knowledge of parliamentary procedure. For one reason, the State President is charged with running State Executive Committee meetings and is therefore required to know parliamentary procedure very well. The test will assess the candidate's basic knowledge of rules of order. A good resource would indeed be *Roberts' Rules of Order*.

Round Robin Interview

The Round Robin Interview is the first interview conducted by the Nominating Committee. The Round Robin is scored by the Nominating Committee members who conduct the interviews. In actuality, the Round Robin is a series of interviews of the candidates for state office.

- During the Round Robin interview the Nominating Committee interviewers are seated at numbered tables. When the candidates in each flight enter the room, they seat themselves at a table across from an interviewer. Depending on the number of candidates, there will be some sitting out at any given time. When time begins, two hours are allotted to complete the series of interviews. At seven minute intervals, candidates will be asked to rotate to the next number. Speaking will not be allowed until time is called to start.

Behavioral Traits Interview

The Behavioral Traits Interview analyzes a candidate's skills and competencies in several areas of behavior. Those traits to be analyzed will be: analytical skills; adaptability; the ability to build relationships; communication skills; interpersonal skills; integrity; problem solving abilities; teamwork skills; ability to command a room, team or organization; responsibility; service; and belief.

- As the Nominating Committee interviews each candidate, they will score each on the various traits. Each candidate will be asked and have the opportunity to answer six questions from the committee. The candidate will have seven minutes with the committee, and after leaving the room, he or she will be scored. The candidates will be scheduled for an interview every ten minutes. Staying within the time frame is critical, so preparation from the committee is key.
- When deciding upon six candidates for a State Officer team, the Nominating Committee must take these behavioral traits into consideration very seriously.

Although some candidates will be stronger in some areas, each candidate must show some strength in every area.

Member Scenario Interview

The Member Scenario Interview places a candidate into a simulated real-life situation that a State Officer is bound to face in his or her year of service. The candidate will be given a scenario and will be given four minutes to complete the interview. A 30 second warning will be given prior to the four-minute mark.

- Many State Officers find themselves in situations where they are able to leave a mark upon a member in a very short amount of time. The deeper and more impactful that mark is, the better the State Officer will have performed his or her duty to the organization. Candidates should perform in an impactful fashion in this interview.

Stakeholder Interview

The purpose of the Stakeholder interview is to determine if the candidate is able to professionally interact with a group of Business and Industry persons. Each candidate will have five minutes to engage the persons in an intriguing conversation in which they are able to clearly convey information about the agricultural industry. When the candidate initiates the conversation with the Stakeholder(s), time will begin. During that time the candidate will have five minutes to engage and interact with the Stakeholder(s) in a conversation about the Agricultural Industry.

Extemporaneous Speaking

Oregon FFA State Officers are expected to speak in front of many audiences. There are times when those speeches will be given with little time for preparation. In order to effectively represent the Oregon FFA, Oregon Agriculture, and Oregon Agriculture Education, the State Officer must have the ability to speak nearly flawlessly, knowledgably, and in an engaging fashion. The Extemporaneous Speaking portion of the Nominating Committee process will analyze each candidate's ability to speak well in an Extemporaneous situation.

- Each candidate will have ten minutes to prepare a speech on the topic they are handed. The speech must be three to four minutes in length. At the three-minute mark, a one-minute warning will be given to the candidate. At the four-minute mark, the speech shall end whether it is finished or not. The speech shall be geared toward a particular audience, and it must address them in a way that is appropriate for that particular audience.

Impromptu Script Reading

The State Officer's year is filled with opportunities for him or her to step behind a podium and speak. Several of those opportunities are presented in situations where a script is provided and the speech or introduction is given all in the matter of minutes. Therefore, it is critical that a State Officer is able to quickly read and deliver a script—with no prior preparation—in a professional, engaging manner.

- In the Impromptu Script Reading portion of the process, candidates will be handed a script and asked to read it flawlessly and professionally.

Group Activity

The Nominating Committee is selecting a *team* of officers, not six individuals. Therefore, a candidate's ability to work effectively in a group is imperative. The Group Activity portion of the Nominating Committee process will show a candidate's ability to work in a group scenario with other team members.

- Each group will consist of at least three State Officer candidates. They will have seven minutes to read the scenario and plan their activity. A two-minute warning will be given and the group must wrap up and set up the room. At seven minutes, the timer will be stopped and the group will be ready to begin their presentation. They will get another seven minutes to present with a two-minute warning. At seven minutes, time will be called whether the presentation is complete or not. At that time the group will leave and the next group will enter the room.
- Each group will be provided the following materials: flip chart, markers, note cards, and their own knowledge with which to develop their presentation.

7. Scoring for the above items are as follows with twelve committee members present at all interviews:

- Written Test – 200 Points
- Round Robin Interview – 1080 Points
- Behavioral Traits Interview – 1080 Points
- Member Scenario Interview – 480 Points
- Stakeholder Interview – 1050 Points
- Extemporaneous Speaking – 600 Points
- Impromptu Script Reading – 360 Points
- Group Activity – 840 Points

ROUND ROBIN INTERVIEW

Candidate: _____ NOM COM # _____

***5 = Perfect! 1 = Not as strong. Everything else in between is at your discretion.*

QUESTION #1

Relatability:	1	2	3	4	5
Presence:	1	2	3	4	5
Response:	1	2	3	4	5

QUESTION #2

Relatability:	1	2	3	4	5
Presence:	1	2	3	4	5
Response:	1	2	3	4	5

QUESTION #3

Relatability:	1	2	3	4	5
Presence:	1	2	3	4	5
Response:	1	2	3	4	5

QUESTION #4

Relatability:	1	2	3	4	5
Presence:	1	2	3	4	5
Response:	1	2	3	4	5

Relatability: Did you feel that the person could relate to members through their answers?

Presence: Was the presence of the person humbling command attention?

Response: Did the answer represent what we are looking for in that particular area?

BEHAVIORAL INTERVIEW

Candidate: _____ NOM COM # _____

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QUESTION #1

Relatability:	1	2	3	4	5
Presence:	1	2	3	4	5
Response:	1	2	3	4	5

QUESTION #2

Relatability:	1	2	3	4	5
Presence:	1	2	3	4	5
Response:	1	2	3	4	5

QUESTION #3

Relatability:	1	2	3	4	5
Presence:	1	2	3	4	5
Response:	1	2	3	4	5

QUESTION #4

Relatability:	1	2	3	4	5
Presence:	1	2	3	4	5
Response:	1	2	3	4	5

Relatability: Did you feel that the person could relate to members through their answers?

Presence: Was the presence of the person humbling command attention?

Response: Did the answer represent what we are looking for in that particular area?

MEMBER INTERVIEW

Candidate: _____ NOM COM # _____

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QUESTION #1

Sincerity:	1	2	3	4	5
Presence:	1	2	3	4	5
Approach:	1	2	3	4	5
Effectiveness:	1	2	3	4	5

Sincerity: Did you feel that the person was sincere and honest?

Presence: Was the presence of the person humbling command attention?

Approach: How good was the approach taken?

Effectiveness: How effective was the overall interview? If this was a real-life scenario, do you believe the member would have been more motivated through FFA?

STAKEHOLDER INTERVIEW

Candidate: _____ NOM COM # _____

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QUESTION #1

Audience-gearred:	1	2	3	4	5
Professionalism:	1	2	3	4	5
Clarity:	1	2	3	4	5
Effectiveness:	1	2	3	4	5
Interesting:	1	2	3	4	5

Audience-gearred: Is it appropriately addressed for the right audience?

Professionalism: Does the candidate hold themselves to a standard worthy of any real-world business position?

Clarity: Were the goals of the presentation clearly understood and conveyed?

Effectiveness: How effective was the overall interview? Did the stakeholder walk away feeling more knowledgeable about agriculture and confident about leaders in the FFA?

Interesting: Is the presentation engaging?

EXTEMPORANEOUS PUBLIC SPEAKING

Candidate: _____ NOM COM # _____

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QUESTION #1

Audience-gearred:	1	2	3	4	5
Professionalism:	1	2	3	4	5
Clarity:	1	2	3	4	5
Effectiveness:	1	2	3	4	5
Interesting:	1	2	3	4	5

Audience-gearred: Is it appropriately addressed for the right audience?

Professionalism: Does the candidate hold themselves to a standard worthy of any real-world business environment?

Clarity: Was the objective (information) of the speech clearly understood and conveyed?

Effectiveness: How effective was the overall speech? Would "said audience" walk away feeling more knowledgeable about the given topic?

Interesting: Is the speech engaging?

IMPROMPTU SCRIPT READING

Candidate: _____ NOM COM # _____

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QUESTION #1

Flexibility:	1	2	3	4	5
Presence:	1	2	3	4	5
Pleasant:	1	2	3	4	5

Flexibility: Was the person able to respond confidently and calmly to the unknown situation?

Presence: Was the presence of the person humbling command attention?

Pleasant: Did the candidate promote the event or just read the script?

GROUP ACTIVITY

Candidate: _____ NOM COM # _____

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QUESTION #1

Audience-gearred:	1	2	3	4	5
Effectiveness:	1	2	3	4	5
Interesting:	1	2	3	4	5
Teamwork:	1	2	3	4	5

Audience-gearred: Is it appropriately addressed for the right audience?

Effectiveness: How effective was the overall presentation? Would "said audience" walk away feeling more knowledgeable about the given topic?

Interesting: Is the presentation engaging?

Teamwork: Was the candidate willing to lead as well as be led? Did they encourage new ideas from others and put their team's goals ahead of their own self-interest? Were they a contributor to a team rather than an individual working with others?