| Standards and Assessment             |                                  |              |             |                |              |                |              |              |                  |              |             |                   |                |
|--------------------------------------|----------------------------------|--------------|-------------|----------------|--------------|----------------|--------------|--------------|------------------|--------------|-------------|-------------------|----------------|
| Board Composition Matrix             |                                  |              |             |                |              |                |              |              |                  |              |             |                   |                |
| 2012-13                              |                                  |              |             |                |              |                |              |              |                  |              |             |                   |                |
|                                      | Notes/Explanations               | Lori Andrade | Joshua Dome | Mark Galanty   | Craig Garner | Jason Haas     | Jill Hayashi | Elspeth Paul | Olivier Taillieu | Wendy Teeter | Megan Helms | Stephanie Edwards | Kristy Mack-Fe |
| Term ends                            |                                  | 2013         | 2014        | 2014           | 2013         | 2015           | 2015         | 2014         | 2015             | 2013         | non-voting  | non-voting        | non-voting     |
| Resume and/or Bio on File            |                                  | x            | х           | х              | х            | х              | х            | х            | х                | х            |             |                   |                |
| Area of Experience/Expertise         |                                  |              |             |                |              |                |              |              |                  |              |             |                   |                |
| Curriculum and Instruction           |                                  |              |             |                | х            |                | х            | х            |                  | х            | х           | Х                 | х              |
| Standards and Assessment             |                                  |              |             |                |              |                | х            |              |                  | х            | х           | х                 | х              |
| Management & Leadership              |                                  | х            | х           | х              | х            | х              | х            | х            | х                | х            |             | х                 | х              |
|                                      | Experience preparing and         |              |             |                |              |                |              |              |                  |              |             |                   |                |
| Budget                               | maintaining budgets              | x            | х           | х              | x            |                |              |              |                  | х            |             | х                 | х              |
| Legal                                |                                  |              |             |                | х            | х              |              | х            | х                |              |             |                   |                |
| Community/Public Relations           |                                  |              | х           | х              |              |                |              |              |                  | х            |             | х                 | х              |
| Marketing                            |                                  |              | х           | х              |              |                |              |              |                  |              |             |                   |                |
| Parent Relations                     |                                  | х            |             | х              |              |                | х            |              |                  | х            | х           | х                 | х              |
|                                      | Experience hiring, firing, and   |              |             |                |              |                |              |              |                  |              |             |                   |                |
| Personnel Management                 | supervising employees            | x            | x           | x              | x            |                | x            |              | x                | х            |             | x                 | x              |
| •                                    |                                  |              |             |                |              |                |              |              |                  |              |             |                   |                |
|                                      | Central HR function: includes    |              |             |                |              |                |              |              |                  |              |             |                   |                |
|                                      | personell policies, relationship |              |             |                |              |                |              |              |                  |              |             |                   |                |
|                                      | between management &             |              |             |                |              |                |              |              |                  |              |             |                   |                |
| Employee Relations                   | employees, employee morale, etc. |              |             | x              |              |                | x            |              |                  | x            |             | x                 | x              |
| Organization Development             |                                  |              |             |                |              |                |              |              |                  | X            |             | X                 | x              |
| Facilities & Real Estate             |                                  |              | х           | х              |              |                |              |              |                  |              |             |                   |                |
| Technology                           |                                  | х            |             | x              |              |                |              |              |                  |              |             |                   |                |
| Fundraising/Development Strategy     |                                  |              |             |                |              |                |              |              |                  | Х            |             |                   |                |
|                                      |                                  |              |             |                |              |                |              |              |                  |              |             |                   |                |
|                                      |                                  |              |             |                |              |                |              |              |                  |              |             |                   |                |
| Connections                          |                                  |              |             |                |              |                |              |              |                  |              |             |                   |                |
| Education                            |                                  |              |             |                |              |                | х            | х            |                  | х            | х           | х                 | х              |
| Waldorf Schools/Organizations        |                                  |              |             |                |              |                | x            | x            |                  |              | x           | x                 | x              |
| Charter School Movement              |                                  |              |             |                |              |                | x            | x            |                  | х            |             | x                 | x              |
| Business/Employers                   |                                  | x            |             |                |              | х              |              |              |                  | ^            |             | ^                 |                |
| Community Organizations/Institutions |                                  | Α            |             | x              |              | ^              |              |              |                  | х            |             | Х                 | х              |
| Foundations/Grants                   |                                  |              |             | ^              |              |                |              |              |                  | Α            |             | Α                 | Α              |
| Potential Major Donors               |                                  |              |             |                |              |                |              |              |                  |              |             |                   |                |
| Environmental Organizations          |                                  |              |             |                |              |                |              |              |                  | х            |             |                   |                |
| Politics                             |                                  |              |             | х              |              |                |              |              |                  | ^            |             |                   |                |
|                                      |                                  |              |             |                |              |                |              |              |                  |              |             |                   |                |
| Gender                               |                                  |              |             | +              |              |                |              |              |                  |              |             |                   |                |
| Male                                 |                                  |              | ×           | ×              | x            | х              |              |              | x                |              |             |                   |                |
| Female                               |                                  | х            | ^           | <del>  ^</del> | ^            | <del>  ^</del> | х            | х            | ^                | х            | х           | x                 | ×              |
| remaie                               |                                  | Α            |             | +              |              |                | ^            | ^            |                  | Α            | ^           | ^                 | ^              |
| Racial & Ethnic Diversity            |                                  |              |             | +              |              | <del> </del>   |              |              |                  |              |             |                   |                |
| Caucasian                            |                                  | х            | х           | х              | х            | х              |              | х            | x                | х            | х           | x                 | ×              |
| African American                     | <u> </u>                         |              | ^           | ^              |              | _ ^            |              | ^            | ^                | Α            | ^           | ^                 | ^              |
| Latino                               |                                  |              |             | +              |              |                |              |              |                  |              |             | -                 |                |
|                                      |                                  |              |             | -              |              |                |              |              |                  |              |             |                   |                |
| Asian                                |                                  |              |             | 1              |              | -              | Х            |              |                  |              |             | 1                 |                |
| American Indian                      | <u> </u>                         |              |             | 1              |              |                |              |              |                  |              |             |                   |                |
| Other                                |                                  |              |             |                |              |                |              |              |                  |              |             | L                 |                |

## Ocean Charter School Board Recruitment

|                                      | Board Candidate 1  | Board Candidate 2 | Board Candidate 3  |
|--------------------------------------|--------------------|-------------------|--------------------|
|                                      | Board Carrandate 1 | Board candidate 2 | Dodra Carranacte 5 |
| Area of Experience/Expertise         |                    |                   |                    |
| Curriculum and Instruction           |                    |                   |                    |
| Standards and Assessment             |                    |                   |                    |
| Management & Leadership              |                    |                   |                    |
| Budget                               |                    |                   |                    |
| Legal                                |                    |                   |                    |
| Community/Public Relations           |                    |                   |                    |
| Marketing                            |                    |                   |                    |
| Parent Relations                     |                    |                   |                    |
| Personnel Management                 |                    |                   |                    |
| Employee Relations                   |                    |                   |                    |
| Organization Development             |                    |                   |                    |
| Facilities & Real Estate             |                    |                   |                    |
| Technology                           |                    |                   |                    |
| Fundraising/Development Strategy     |                    |                   |                    |
| BOT Membership                       |                    |                   |                    |
| 20. Membership                       |                    |                   |                    |
| Connections                          |                    |                   |                    |
| Education                            |                    |                   |                    |
| Waldorf Schools/Organizations        |                    |                   |                    |
| Charter School Movement              |                    |                   |                    |
| Business/Employers                   |                    |                   |                    |
| Community Organizations/Institutions |                    |                   |                    |
| Foundations/Grants                   |                    |                   |                    |
|                                      |                    |                   |                    |
| Potential Major Donors               |                    |                   |                    |
| Environmental Organizations Politics |                    |                   |                    |
| Politics                             |                    |                   |                    |
| Gender                               |                    |                   |                    |
|                                      |                    |                   |                    |
| Male                                 |                    |                   |                    |
| Female                               |                    |                   |                    |
| Destal O Silver's Direction          |                    |                   |                    |
| Racial & Ethnic Diversity            |                    |                   |                    |
| Caucasian                            |                    |                   |                    |
| African American                     |                    |                   |                    |
| Latino                               |                    |                   |                    |
| Asian                                |                    |                   |                    |
| American Indian                      |                    |                   |                    |
| Other                                |                    |                   |                    |
|                                      |                    |                   |                    |
| Personal Qualities/Characteristics   |                    |                   |                    |
| Team Player/consensus oriented       |                    |                   |                    |
| Visionary, "big picture" thinker     |                    |                   |                    |
| Detail and task-oriented "doer"      |                    |                   |                    |
| Able to make time commitment         |                    |                   |                    |
| Well connected, networked            |                    |                   |                    |
| Parent vs. Community                 |                    |                   |                    |
| Current OCS Parent                   |                    |                   |                    |
| Prospective OCS Parent               |                    |                   | <del> </del>       |
| Community Member                     |                    |                   |                    |
| Community Member                     |                    | 1                 |                    |