



KCRHA

King County Regional Homelessness Authority

CoC Board Seating Process and Recommendations

Selection Committee Review

Agenda

- Selection Committee Onboarding, Role, and Tasks
- Selection Process
- Final Recommendations
- Questions/Discussion



Selection Committee Role

- Time-limited, ad hoc committee to develop recommendations for the seating of the new board members on the Continuum of Care Board
- Comprised of members of Continuum of Care, inclusive of leaders with lived experience, CoC Board members, and KCRHA



Selection Committee Tasks

- Review and score applicants to identify a top slate of candidates for confirmation interviews
- Participate with interviewers to finalize slate of recommendations for review by CoC Board prior to going to CoC Convening
- Welcome to join the May 22 Board meeting when current board is briefed on the recommendation



Activity	Responsible Party	Dates
Review of Applications and Complete Matrix	Selection Committee	May 6 – May 8
Identify Candidates for Phone Interview	Selection Committee	May 8 th , 2pm - 3pm
Phone Interviews of Initial Recommendations	Selection Committee	May 8 th -May 16 th
Phone Interviews Complete	Selection Committee	May 16 th
Complete Interview Matrix	Selection Committee	May 16 th
Final Recommendation Meeting with SC	Selection Committee & KCRHA Staff	May 16 th
Recommendations to the Board via Email	KCRHA Staff	May 17 th



Selection Committee Onboarding

- Overview of the CoC and the CoC Board
- Review of Equity Principles
- Implicit Bias Training
- Reviewed the Charter for representation requirements



Application Questions and Review

Application Area	Rating Criteria
Understanding and Interest regarding the CoC (Questions 1 & 2)	<p>1 - Applicant does not provide any specific information regarding their knowledge or interests related to the CoC.</p> <p>5 – Applicant can clearly articulate their knowledge and skills related to the CoC.</p>
Skills and Leadership (Questions 3 & 5)	<p>1- Applicant does not indicate how their leadership or skills will help people experiencing homelessness in the region.</p> <p>5 - Applicant provides concrete examples of past leadership roles and how their leadership would support and serve people with lived experience.</p>
Understanding of Systemic Racism (Question 6)	<p>1 - Applicant does not communicate the relationship between systemic racism and housing/homelessness.</p> <p>5 – Applicant provides multiple concrete examples of the relationship between systemic racism and housing/homelessness.</p>



Application Area	Rating Criteria
Theory of Change (Question 7)	<p>1 – Applicant’s response does not indicate a thorough understanding of the Theory of Change and its impact on their leadership.</p> <p>5 – Applicant’s response demonstrates a thorough understanding of the Theory of Change and can provide multiple examples of its impact on their leadership.</p>
Overall Application Rating	<p>1 - Applicant did not provide clear or specific responses and did not fully answer questions. <u>I would not recommend applicant.</u></p> <p>3 - Applicant provided some thorough and thoughtful responses. However, responses lacked specificity and applicant lacks skills and connections that would qualify them as an outstanding candidate. Overall, application was acceptable, but <u>I would not recommend applicant.</u></p> <p>5 - Applicant thoroughly and thoughtfully answered all questions with clear and specific responses and indicated an outstanding level of connection to the community of people with lived experience of homelessness. Applicant brings skills, networks, expertise, experience, ideas, and enthusiasm that are representative of the high-quality leadership needed for the CoC Board. Overall, application was a standout and <u>I highly recommend this applicant.</u></p>



Using the Scoring Matrix

A	B	C	D	E	F	G	H	I	J	K	L	
APPLICATION REVIEW									SUMMARY			
Benchmarks	Understanding of the CoC (1 - Applicant does not provide any specific information regarding their knowledge or interests related to the CoC. 5 - Applicant can clearly articulate their knowledge and skills related to the CoC.)		Skills and Leadership (1- Applicant does not indicate how their leadership or skills will help people experiencing homelessness in the region. 5 - Applicant provides concrete examples of past leadership roles and how their leadership would support and serve people with lived experience.)		Understanding of Systemic Racism (1 - Applicant does not communicate the relationship between systemic racism and housing/homelessness. 5 - Applicant provides multiple concrete examples of the relationship between systemic racism and housing/homelessness.)		Theory of Change (1 - Applicant's response does not indicate a thorough understanding of the Theory of Change and its impact on their leadership. 5 - Applicant's response demonstrates a thorough understanding of the Theory of Change and can provide multiple examples of its impact on their leadership.)		3 - Applicant provided some thorough and thoughtful responses. However, responses lacked specificity and applicant lacks skills and connections that would qualify them as an outstanding candidate. Overall, application was acceptable, but I would not recommend applicant. 5 - Applicant thoroughly and thoughtfully answered all questions with clear and specific responses and indicated an outstanding level of connection to the community of people with lived experience of homelessness. Applicant brings skills, networks, expertise, experience, ideas, and enthusiasm that are representative of the 5-quality leadership needed for the Governing Committee. Overall, application was a standout and I 5ly recommend this applicant.		Total	NOTES
Rating Scale	Reviewer 1	Reviewer 2	Reviewer 1	Reviewer 2	Reviewer 1	Reviewer 2	Reviewer 1	Reviewer 2	Reviewer 1	Reviewer 2		Notes
Candidate 1											0	
Candidate 2											0	
Candidate 3											0	
Candidate 4											0	
Candidate 5											0	
Candidate 6											0	
Candidate 7												



Interview Questions and Review

Application Area	Rating Criteria
Collaboration and Teamwork (Questions 1 & 3)	<p>1 - Applicant does not indicate how they would handle conflict or positively work with collaborators.</p> <p>5 – Applicant can clearly articulate how they navigate conflict and create positive working relationships</p>
Housing and Homelessness Knowledge (Question 2)	<p>1- Applicant does not indicate how knowledge and awareness will help people experiencing homelessness in the region.</p> <p>5 - Applicant provides concrete examples of how they maintain knowledge and awareness to support and serve people with lived experience</p>
Increasing Equity (Question 4 & 5)	<p>1 – Applicant’s response does not indicate record of actions to increased representation and advanced equity within a community, workplace, or other comparable affiliation</p> <p>5 – Applicant’s response demonstrates a record of actions to increased representation and advanced equity within a community, workplace, or other comparable affiliation.</p>



Application Area	Rating Criteria
Overall Interview Rating	<p>1- Applicant did not provide clear or specific responses and did not fully answer questions. <u>I would not recommend applicant.</u></p> <p>3 - Applicant provided some thorough and thoughtful responses. However, responses lacked specificity and applicant lacks skills and connections that would qualify them as an outstanding candidate. Overall, application was acceptable, but <u>I would not recommend applicant.</u></p> <p>5 - Applicant thoroughly and thoughtfully answered all questions with clear and specific responses and indicated an outstanding level of connection to the community of people with lived experience of homelessness. Applicant brings skills, networks, expertise, experience, ideas, and enthusiasm that are representative of the high-quality leadership needed for the CoC Board. Overall, application was a standout and <u>I highly recommend this applicant.</u></p>



Using the Interview Scoring Matrix

A	B	C	D	E	F	G	H	I	J		
	INTERVIEW REVIEW						SUMMARY				
Benchmarks	<p>Collaboration and Teamwork (1 - Applicant does not indicate how they would handle conflict or positively work with collaborators. 5 – Applicant can clearly articulate how they navigate conflict and create positive working relationships.)</p>		<p>Housing and Homelessness (1- Applicant does not indicate how knowledge and awareness will help people experiencing homelessness in the region. 5 - Applicant provides concrete examples of how they maintain knowledge and awareness to support and serve people with lived experience.)</p>		<p>Increasing Equity (1 – Applicant’s response does not indicate record of actions to increased representation and advanced equity within a community, workplace, or other comparable affiliation 5 – Applicant’s response demonstrates a record of actions to increased representation and advanced equity within a community, workplace, or other comparable affiliation.)</p>		<p>1 - Applicant did not provide clear or specific responses and did not fully answer questions. I would not recommend applicant. 3 - Applicant provided some thorough and thoughtful responses. However, responses lacked specificity and applicant lacks skills and connections that would qualify them as an outstanding candidate. Overall, application was acceptable, but I would not recommend applicant. 5 - Applicant thoroughly and thoughtfully answered all questions with clear and specific responses and indicated an outstanding level of connection to the community of people with lived experience of homelessness. Applicant brings skills, networks, expertise, experience, ideas, and enthusiasm that are representative of the 5-quality leadership needed for the Governing Committee. Overall, application was a standout and I strongly recommend this applicant.</p>			Total	NOTES
Rating Scale	Reviewer 1	Reviewer 2	Reviewer 1	Reviewer 2	Reviewer 1	Reviewer 2	Reviewer 1	Reviewer 2		Notes	
Candidate 1									0		
Candidate 2									0		
Candidate 3									0		
Candidate 4									0		



Developing Recommendations

- Tools to guide the process:
 - Theory of Change
 - CoC Charter
 - Application Scores
- Charter:
 - A maximum of 19 members
 - Representative and reflecting the diversity of people experiencing homelessness
 - Have expertise and/or skills in one or more area:
 - Implementing policies/practices promoting racial-ethnic equity
 - Provision of services for people experiencing homelessness with an emphasis on serving populations that are disproportionately represented
 - Physical and/or behavioral healthcare or other intersecting systems
 - Geographical representation



Selection Committee Recommendations

- Titi White
- Elizabeth McKeen Fitzgerald
Maupin
- Amaiya Leonor
- Victor Loo
- Amy Thomas
- Bella Irons
- Jade Weise
- Kristina Sawyckyj
- Tamara Bauman



Next Steps

- CoC Board Affirms Nomination List
- CoC Membership will vote at the May 29th Convening
 - Voting to take place from 10:30am – 12pm
- New Board Members welcomed to attend June meeting and officially begin as voting Board Members July
 - Onboarding for new members will be in June





KCRHA
King County Regional Homelessness Authority

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Scan this QR code to sign up for KCRHA emails →



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