

Delaware FFA State Officer Candidate Process

Test and Writing- State Preliminaries/State Officer Candidate School (February 5, 2015)

State Officers must consistently demonstrate a command of key issues related to agriculture, FFA and the American education system. While some of this knowledge may be demonstrated by asking quality questions and carrying on informed conversations rather than “knowing facts” it is still important that officers come in with a base understanding of core issues and facts related to these three areas of knowledge. Thus, a written exam consisting of two portions - multiple choice questions and essay questions - will be administered to allow candidates to demonstrate evidence of this desired knowledge set. Candidates will complete the exam at the State Officer Candidate School. Ninety minutes will be allowed for students to complete both portions of the exam. No study materials will be allowed in the examination room.

Multiple Choice Questions

All candidates will complete a written exam with 60 multiple choice questions. The composition of the exam will be as follows: 20 questions on current issues in Delaware agriculture; 20 questions on current issues in FFA and 20 questions on current issues in education and agricultural education. The following competency builders will be evaluated on a one to five scale. Five indicates strong evidence the skill is present. One indicates strong evidence the skill is not present.

Competency Builders Evaluated through Questions:

Areas of Knowledge - 3.1 - Knowledge of agricultural industry and current issues

Areas of Knowledge - 3.2 - Knowledge of FFA and current issues

Areas of Knowledge - 3.3 - Knowledge of America’s education system/Ag Ed/Issues

Essay Questions

All candidates will complete a written essay on a topic relevant to agriculture, FFA or the American education system. The purpose of the essay is focused on student’s ability to convey knowledge and understanding in a different way than allowed through multiple choice questions.

Communication - 1.3 - Writing skills when communicating with others

Critical Thinking - 8.1 - Solve problems

Critical Thinking - 8.2 - Think critically and conduct research

Note-Valuable preparation resources for this part of the process would be ffa.org, delawareffa.org, State Agriculture overview (<http://dda.delaware.gov>), and the Department of Education (ed.gov).

One on One Interviews

This round will consist of a 5 minute interview with each member of the nominating committee. The interview is focused on two objectives. First, this is an opportunity for the committee to develop rapport and get to know candidates in a one-on-one setting. Second, this will provide an opportunity for evaluation of a number of targeted competency builders through structured questions and follow-up questions. The competencies outlined will be evaluated through observation and careful listening to candidate responses to questions. Following each interview, the committee member will have 3 minutes to evaluate the candidate. Builders will be assessed on a scale from one to five where five reflects strong evidence the skill/attribute is present and one reflects strong evidence the skill/attribute is not present.

Competency Builders Evaluated with Questions:

One-on-One Interview

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|---|---|
| 1.5 - Facilitation skills in a workshop setting | 5.2 Adaptable/ Flexible |
| 2.1 - Work in team in pursuing common goal | 5.6 Coachable/ Lifelong learning |
| 2.2 - Acceptance of differing viewpoints | 5.7 Work Ethic |
| 2.3 - Team before self | 6.2 Commitment to FFA |
| 4.1 - Efficient time management | 6.4 Initiative |
| 4.2 - Organizational skills | 7.1 Supports and motivates members/partners |
| 5.1 - Reliability/integrity/trust | 7.2 Mentors and coaches others |
| | 7.3 Member Representation |

Competency Builders Evaluated through Observation:

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|-------------------------|--------------------------|
| 1.1 - Non-verbal skills | 5.4 Sincerity/compassion |
| 1.2 - Listening skills | 5.5 Maturity |
| 5.3 - Positive attitude | 6.1 Self Confident |
| | 6.3 Energetic |

Stand and Deliver

This round will be 26 minutes in length. Twenty minutes focused on the candidate's ability to plan, organize and prepare a spoken presentation. Three minutes focused on the candidate's ability to deliver spoken presentation for context. Finally, three minutes focused on the candidate's ability to respond accurately to questions regarding topic and presentation.

Candidates will have 20 minutes in a preparation room to prepare 3 minutes worth of comments on a given topic. When students arrive to the preparation room they will receive the topic and instructions regarding the setting and audience to which the comments will be directed. Candidates will have a full 20 minutes to formulate their remarks. No materials will be allowed in the room during this time other than a pad and pen provided by the nominating committee.

Candidates will promptly move from the preparation room to the interview room to deliver their 3 minute speech. Regardless of where they are in their remarks time will be called at the end of 3 minutes. At that time candidates must stop their speech and wait for questions from the committee. Carefully constructed questions will be asked of the candidate regarding the speech topic. Candidates have a total of 3 minutes to respond to the questions asked. The number of questions the committee intends to ask will be clearly stated prior to the start of this 3 minute period. Time will be called at the end of 3 minutes regardless of where candidates are at in their response. Should a candidate finish early they may leave the interview room. The committee will have 3 minutes to complete their evaluation for the candidate's performance before the next candidate begins.

A listing of 3 topics will be given to the candidate at the February information meeting. Details about the specific topic chosen and the context will be provided to candidates only when they enter the preparation room. All competencies will be evaluated by the student nominating committee members. Specific builders will be rated on a one to five scale where one reflects strong evidence the skill is not present and five indicates strong evidence the skill is present.

Competency Builders Evaluated

1.1 - Non-verbal skills	6.1 Self Confident
1.4 - Speaking skills	7.1 Supports and motivates members/partners
4.1 - Efficient Time Management	8.2 Ability to think critically and research
4.2 - Organizational Skills	3.1 Agriculture Current Events and Issues
4.3 - Planning and Prioritization	3.2 FFA Current Events and Issues
	3.3 American Education and Ag Education

Dinner

The purpose of this round is to evaluate the candidate in a more relaxed environment. If elected to state office, officers will be required to use proper etiquette, engage in conversation, and make a connection with a variety of individuals. The student nominating committee members will evaluate candidates' performance using the competency builders outlined below. Each builder will be evaluated on a one to five scale where one reflects strong evidence the skill is not present and five reflects strong evidence the skill is present.

1.2 - Listening skills

5.5 Maturity

1.4 - Speaking skills in a variety of settings

7.1 Supports and motivates members/partners

2.2 - Acceptance of differing viewpoints

7.3 Member Representation

5.3 - Positive Attitude

Facilitation

The purpose of this round is to evaluate the candidate's ability to influence through facilitated presentation in front of a realistic audience. This round will be 35 minutes in length. Candidates will be paired up in groups of two and will have 30 minutes to plan, prepare, and organize using materials provided. All materials will be provided to the candidate along with a sheet of instructions outlining the specific context and topic for the workshop. Candidates will have a space to conduct their planning.

Following preparation candidates will move to the interview room where they will have 5 minutes to facilitate their presentation with the audience available. The nominating committee will have 3 minutes to evaluate the presentation once the candidate is finished. A list of potential topics for this round will be given to the candidates at the February nominating committee candidate information meeting. The student nominating committee members will evaluate candidates' performance using the competency builders outlined below. Each builder will be evaluated on a one to five scale where one reflects strong evidence the skill is not present and five reflects strong evidence the skill is present.

1.1 - Non-verbal skills

4.3 Ability to plan and prioritize

1.2 - Listening skills

5.2 Adaptable/ flexible

1.4 - Speaking skills

5.7 Work Ethic

1.5 - Facilitation skills

6.3 Energetic

4.1 - Time management skills

8.1 Ability to solve Problems

4.2 - Organization skills

7.1 Supports and motivates members/partners

7.2 Mentors and coaches others

Personal Interviews

The purpose of this interview is to ask a final set of questions developed by the committee to address competencies such as character, passion for success, influence, and team player. Each candidate will have 8 minutes with the committee members. During this time committee members will ask questions related to the competency builders identified below. The following competency builders will be evaluated by the student nominating committee members using the one to five scale developed for each builder.

Competency Builders Evaluated

Personal Round

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| 2.1 - Ability to work in team pursuing common goal | 5.6 Coachable/ Lifelong learning |
| 2.3 - Ability to put team before self | 6.1 Self Confident |
| 5.1 - Reliability/integrity/trust | 6.2 Commitment to FFA |
| 5.3 - Positive attitude | 6.3 Energetic |
| 5.4 - Sincerity and Compassion | 6.4 Initiative |
| 5.5 - Maturity | |