

**Children's Services Council of Leon County (CSC Leon)
Executive Director Search Committee Meeting**

Wednesday, September 8, 2021; 3:30 PM - 5:00 PM
Tallahassee Community College, Student Union Ballroom
444 Appleyard Dr, Tallahassee, FL 32304

*Members of the public can view the meeting via live stream on this YouTube channel:
<https://www.youtube.com/channel/Ucc74A9evhLxbHlrH63-clbQ>.*

AGENDA

- I. Call to Order
- II. Approve Agenda
- III. Public Comment
- IV. Review Aggregate Scores for Top Tier Applicants
- V. Select Applicants for 1st Interview
- VI. Proposed Interview Format
- VII. Next Meeting Dates
- VIII. Agenda for the Next Meeting
- IX. Member Comment
- X. Adjournment

Anyone wanting to appeal an official decision made on any subject at the meeting must have a verbatim record of the meeting that includes the testimony and evidence on which the appeal is based.

In accordance with Section 286.26, Florida Statutes, persons needing a special accommodation to participate in this proceeding should contact the Interim Operations Manager by written or oral request at least five days prior to the proceeding, at 850-764-2966 or via email at info@cscleon.org.

Agenda Item

Review Aggregate Scores for Top Tier Applicants

Attachments:

1. Score Sheet by Evaluator
2. Score Sheet by Category

CSC Leon Resume Evaluation Results By Evaluator

#	First Name	Last Name	Total Score By Evaluator					Total	Avg
			Eval #1	Eval #2	Eval #3	Eval #4	Eval #5		
1	Kelly	Otte	30	22	30	26	28	136	27.2
2	Chris	Letsos	27	20	24	29	29	129	25.8
3	Traci	Proctor	27	19	18	28	26	118	23.6
4	Rodney	Mackinnon	27	21	24	18	28	118	23.6
5	Roger	Robinson	27	21	20	23	24	115	23
6	Cecka Rose	Green	30	17	29	20	18	114	22.8
7	Joe	Mahoney	26	21	24	18	24	113	22.6
8	Travis	Anderson	21	18	17	27	28	111	22.2
9	Kimberly	Kutch	27	23	24	18	18	110	22
10	Kevin	Priest	26	22	24	19	18	109	21.8
11	Zack	Gibson	24	18	16	25	25	108	21.6
12	Kurt	Stringfellow	28	17	18	18	24	105	21
13	Mark	Weintraub	29	20	15	23	18	105	21
14	DeWayne	Harvey	27	18	18	16	25	104	20.8
15	Ken	Kniepmann	24	17	17	13	26	97	19.4
16	Holly	Bernardo	25	16	15	14	27	97	19.4
17	David	Overstreet	24	16	22	16	18	96	19.2
18	Dasiely	Cruz	17	15	16	28	18	94	18.8
19	Joshua	Knighten	25	17	19	12	18	91	18.2
20	Chad	Carnell	27	17	13	15	18	90	18

CSC Leon Resume Evaluation Results By Evaluator

21	Roderic	Duckworth	27	19	12	14	18	90	18
22	Joe	Mancini	22	20	7	19	18	86	17.2
23	Adrian	Ferguson	20	14	9	15	27	85	17
24	Peria	Duncan	26	15	13	13	18	85	17
25	Christine	Henneman	16	14	10	14	25	79	15.8
26	Patricia	Armstrong	21	15	14	11	18	79	15.8
27	Doc	Kokol	18	17	11	14	18	78	15.6
28	Tiffany	Martin	15	17	8	16	21	77	15.4
29	Marlana	Cannata	18	15	9	14	18	74	14.8
30	Ronald	Baker	25	17	1	11	18	72	14.4
31	Carmen	Lyttle-Nguessan	15	13	13	11	18	70	14
32	Taquila	Monroe	12	14	12	13	18	69	13.8

CSC Leon Resume Evaluation Results By Category

#	First Name	Last Name	Composite Scores Per Category Across Evaluators								Total	Avg
			Planning	Financial/ Program Management	Operations Management	Community Relations & Advocacy	Board Relations	Experience				
1	Kelly	Otte	22	22	24	22	23	23	23	136	27.2	
2	Chris	Letsos	20	22	21	21	23	23	22	129	25.8	
3	Traci	Proctor	20	20	21	17	21	21	19	118	23.6	
4	Rodney	Mackinnon	21	22	20	16	18	18	21	118	23.6	
5	Roger	Robinson	22	22	23	15	12	12	21	115	23	
6	Cecka Rose	Green	19	18	19	21	18	18	19	114	22.8	
7	Joe	Mahoney	19	21	20	15	20	20	18	113	22.6	
8	Travis	Anderson	18	20	21	15	16	16	21	111	22.2	
9	Kimberly	Kutch	19	19	19	18	15	15	20	110	22	
10	Kevin	Priest	19	19	19	17	16	16	19	109	21.8	
11	Zack	Gibson	20	15	19	18	18	18	18	108	21.6	
12	Kurt	Stringfellow	18	18	18	16	17	17	18	105	21	
13	Mark	Weintraub	19	19	19	16	14	14	18	105	21	
14	DeWayne	Harvey	19	16	16	17	20	20	16	104	20.8	
15	Ken	Kniepmann	17	18	18	13	15	15	16	97	19.4	
16	Holly	Bernardo	18	15	16	17	13	13	18	97	19.4	
17	David	Overstreet	18	17	16	14	14	14	17	96	19.2	
18	Dasiely	Cruz	17	16	16	16	13	13	16	94	18.8	
19	Joshua	Knighten	17	18	19	9	12	12	16	91	18.2	
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CSC Leon Resume Evaluation Results By Category

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22	Joe	Mancini	17	18	17	11	10	13	86	17.2
23	Adrian	Ferguson	17	14	13	14	14	13	85	17
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25	Christine	Henneman	15	12	14	14	10	14	79	15.8
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29	Marlana	Cannata	15	13	14	10	9	13	74	14.8
30	Ronald	Baker	13	13	14	11	8	13	72	14.4
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Agenda Item

Proposed Interview Format

Attachments:

1. Draft Interview Agenda

Draft Interview Agenda

Objectives:

- Keep each initial interview to 50 minutes.
- Craft questions to explore the situation, action and results for various scenarios aligned with the position description listing of experience/qualifications.
- Allow all council members to ask a direct question.
- Allow applicant to start with a presentation answering specific questions to start.
- Incorporate expertise of targeted selection.
- Dr. Croteau to offer targeted follow-up as directed.

- I. Welcome & Introductions (5 mins)
 - a. Judge Sjostrom
- II. Applicant Presentation (10 mins)
 - a. Why did you apply for the CSC Leon Executive Director Position?
 - i. Demonstrate your knowledge of the type of organization it is and how your skill set is best suited to the position.
 - ii. Prioritize one or two strengths you believe you possess that will help guide the Council to make a significant impact on the lives of children in our community.
 - b. Share with us the most challenging multi-year strategic plan you were responsible for where you had to lead a team to get the job done.
 - i. What hurdles or challenges did you face?
 - ii. How did you involve others, pull them together, assign tasks and maintain cohesiveness in order to address those challenges and ensure progress is made?
- III. Question 1 (5 mins)
 - a. Judge Sjostrom (cultural competency)
- IV. Question 2 (5 mins)
 - a. Carmen Conner (communication/advocacy)
- V. Question 3 (5 mins)
 - a. Paul Mitchell (fiscal management)
- VI. Question 4 (5 mins)
 - a. Mark O'Bryant (results-based accountability)
- VII. Question 5 (5 mins)
 - a. Carolyn Cummings (board relationships)
- VIII. Closing Comments (5 mins)