

**Pennsylvania FFA Association
Board of Directors Meeting
May 11th, 2022**

The meeting was called to order by President James Winklosky at 11:56 AM and the State Officer Team conducted opening ceremonies. In attendance were Ben Torrey, Zaleigh Wade, Jeremy Rose, Callie Whiting, Grace Benton, James Winklosky, Mike Brammer, Alex Barzydlo, Doug Masser, Mark Dietrich, Melanie Berndtson, Renee Cambruzzi, Jodie Hoover, Ayla Miller, Natalie Barkley, Sherisa Nailor, Chris Davis, Curt Turner, Mark Anderson, Thomas Gabel, Katie Rank, and Mike Clark. In attendance virtually were Sarah Sparks, Ron Frederick, Kevin Curry, Nathan Schanbacher, Casey McMasters, and Abigail O'Neill.

Wade/Rose moved to accept the minutes presented from the May meeting. Motion passed. Torrey/Anderson moved to concur. Motion passed.

Reports of Officers/Staff and Standing Committees:

Executive Director Report: Mr. Brammer presented the Year-to-Date Financial Report. 2023 income and expenses were reported. The financial report will be filed for audit.

State Officer Team Report: Benton presented the State Officer report. She went over what the team has been doing since the last board meeting and what they look forward to doing.

Standing Committees:

CDE/LDE Committee: Barzydlo presented they have a planning meeting scheduled to create the two CDEs that came from the delegates. She also presented the updated policy on chairpersons that provides a clear timeline for chairpersons, all chairpersons would have registration covered for State Convention & Activities Week and set disciplinary action if needed for chairpersons. A written report was provided.

The committee report, an implied second to accept the changed policy for Chairpersons with edits to present policy in sections 2b and 4b. Sections 2b and 4b will now read as follows.

2b. If your Competitive Event has a written test, develop/compile a question bank for the test. This will help ensure an impartial test. Question Banks and/or past examples should have a maximum of 100 questions. Make the entire question bank and answers available to all teachers through the Pennsylvania FFA Association website. Update this question bank with new items each year, as appropriate.

4b. If your Event has a written test, develop the test for your event from the published question bank or resources or make arrangements to do so. Answer choices maybe rearranged and/or similar calculation questions substituted to keep the test content fresh each year.

Benton/Zaleigh moved to concur. Motion passed. Policy Change needs a second vote. NEW POLICY AT THE END OF THE MINUTES.

SAE Committee: Nailor and Berndtson reported they determined the timeline for the 2023 Keystone Degree. They made edits and updates to the checklist on AET and other updates they made to AET. The committee report with an implied second to adopt the timeline for Keystone Degrees. Rose/Torrey moved to concur. Motion passed.

The committee report with an implied second to adopt the manual State Degree Minimum Qualifications - Manual checklist. Torrey/Wade moved to concur. Motion Passed.

Reports of Special Committees:

Plagiarism Checks: Davis and Curry provided update on pilot tests. Update at the next meeting.

Affiliate Structure Review: Cambruzzi announced a second vote on the policy change was needed. Written report provided.

Second vote

1. New fee structure – Budgeted affiliate fees ÷ by total PA Agriculture Education enrollment from the previous year = Fee x # of Ag Ed Students in your School from Previous Year. Invoices sent in August. Board sets amount in May. The committee report with an implied second to adopt the affiliate fee structure passed. Wade/Whiting moved to concur. Concur failed. NOW POLICY

2. The committee reported with an implied second; students that wish to not have their name appear on the roster can be listed as a fictitious name but cannot participate in State and National events. It is a recommended procedure to enter fictitious names as chapter name and fictitious student number example: Chapter 1234 using the school contact information. The committee report with an implied second passed. Wade/Whiting moved to concur. Motion passed. NOW POLICY

Strategic Planning: Curry reported doing a SWOT analysis to look at the organization's strengths and weaknesses. Ongoing work. Will report back at the next meeting.

Management Committee: Musser reported how much of a pleasure it is to work with the executive director. They approved a salary increase due to the hours he puts in.

State Convention Review Committee: Masser reported the committee came up with a four-day convention proposal that needs continued information from teachers, foundation, and stakeholders, etc., to make sure this is something that could be feasible before a vote. Written report provided. Report at the next meeting.

Unfinished Business:

SLLC Review: Whiting reported there were over 600 students and teachers in attendance, and we had a good turnout from Legislators at the breakfast.

State Convention Preview - National Chapter Applications: Brammer reported the State Officers have met a lot to plan state convention. Registration for convention closes Monday at midnight. With 33 state officer candidates, the first two rounds will be virtual, and a training session for the nominating committee is scheduled. Question asked on how to judge National Chapter applications this year. Barzydlo and Brammer will have a plan.

Board member elections update: Brammer provided an update on new members coming onto the board and members leaving. Welcome, Katie Ranck (East), Michael Clark (South), Alex Barzydlo (South) and returning, Jodie Hoover (West). Thank you to Ayla Miller, Mark Dietrich and Mark Anderson for their years of service.

New Business:

National Officer Candidate Selection Policy Change: Gabel and McMasters reported they are proposing a new timeline. With the new timeline, it would also allow current state officers more time to figure out if they want to run as our candidate. Written report provided.

Berndtson/Torrey moved to accept the National Officer Candidate selection process change as presented. [REDACTED]
vote.on/Wade moved to concur. Motion passed. Policy change needs a second

Approval of Citation and Honorary Degrees: State Officers reported we have 5 Citations and 27 Honorary degrees to present at the 94th State FFA Convention. Written report provided.

Benton/Torrey moved to approve Citation Awards and Honorary Degrees.
Torrey/Anderson moved to concur. Motion passed.

2023-2024 Budget: Masser and Brammer presented the budget for 2023-2024, which has also been discussed with the joint finance committee. Written report provided.

*Torrey/Cambruzzi moved to approve the 2023-2024 budget.
Zaleigh/Rose moved to concur. Motion passed.*

Future Dates: Winklosky reported dates for 2023-2024 events.
FLC will be October 3rd, 2023.

The Mid-Winter Convention will be January 8th, 2024.

ACES will be January 27-28, February 10th-11th, 17th-18th, 24th-25th 2024.

SLLC will be March 24th-26th 2024.

State Convention and Activities Week will tentatively be June 11th-13th 2024.

Board member elections: each year adult board members elect a president and vice-president.

Hoover/Cambruzzi nominated Musser as president. Motion passed.

Hoover/Torrey nominated Berndtson as vice president. Motion passed.

Good of the Order:

Regional Coordinators:

Western: Cambruzzi reported for Wallace-they had their regional public speaking.

South Central: Barkley reported they had regional speaking.

Eastern: Fredrick reported that the regional LDE competition had 64 students, the regional CDE competition had over 600 students, and 120 adults helped with CDEs. Written report provided.

Northern: Turner reported on April 20th they had their regional events and they introduced floriculture into their region.

PA FFA Foundation: Mrs. Sparks reported the learning by doing grant closed last week, signups for ag progress days are out, and the golf outing changed to a Wednesday and is now on September 20th.

Agriculture Education Specialist: Davis reported he is continuing to work on CATs, is still working on the 339 workbook, and has been working on a survey for administration with the approval process.

SAE Specialist: Fay provided a written report.

PAAE: Nailor reported they have 42 teachers already registered for the summer conference and are excited about the professional development funding from the Commission. They have filled all spots for the small gas engine CASE.

PA FFA Alumni: Nailor reported new format for jackets this year – Letters sent to all teachers.

Penn State Agricultural Teacher Education/Center Report: Dr. Curry reported they have 10 senior aged teachers that are graduated and looking for jobs and going through interviews.

Commission for Agriculture Education Excellence: Fitzpatrick provided a written report.

Announcements:

Future meeting dates 2023: June 14th and 15th at PSU

August 3

December 13th

March 13th

May 15th

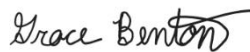
All locations TBD.

Closing ceremonies were conducted by the State Officer Team. The meeting adjourned at 3:38 PM.

Respectfully submitted,



Mike Brammer, Executive Director



Grace Benton, FFA State Secretary

VI.a. Duties of FFA Activities Week Competitive Event Chairpersons

i. The CDE/LDE Committee will provide a report recommending Competitive Event Chairpersons to the FFA Board on an annual basis.

ii. The following guidelines will help PA FFA Activities Week Chairpersons to know their responsibilities for their respective competitive events. The most important duty is to effectively communicate with the Penn State FFA Week Coordinator throughout the year. Items are listed chronologically, not necessarily in order of importance.

1. Complete by **end of June**:

- a. Write thank you notes/emails to those people who made your Competitive Event run smoothly— university personnel, committee members, sponsors, etc.
- b. If applicable, submit requests for changes to your Competitive Event with rationale to the current CDE/LDE Committee Chair.

2. Complete by **end of August**:

- a. Complete all appropriate sections of the Event Guide Template for your event. Send a PDF copy of the completed document to the CDE/LDE Committee Chair, who will put it on the Pennsylvania FFA Association website. As changes occur in your event, update this Event Guide and resend. All items on the Event Guide Template must align with the version of your Competitive Event that has been most recently approved by the FFA Board of Directors.
- b. If your Competitive Event has a written test, develop/compile a question bank for the test and/or post past examples. This will help ensure an impartial test. Question Banks should have a minimum of 100 questions. Make the entire question bank and answers available to all teachers through the Pennsylvania FFA Association website. Update this question bank with new items each year, as appropriate.

3. Complete by **end of March**:

- a. Contact your committee members to be sure they will be present and you have enough help to plan, organize, run, and score your Event.
- b. Arrange with the members of your committee and/or the Penn State FFA Week Coordinator to obtain what is needed to run the Event. Delegate responsibilities to your committee members to add both scope and transparency to your Event.
- c. Make contact with the University personnel who assist you with the Competitive Event and maintain a clear line of communication for planning.
- d. Secure judges for your Event or inform the Penn State FFA Week Coordinator that their help to secure judges is needed. *This information will be requested on a survey from either the Penn State FFA Week Coordinator or the CDE/LDE Committee Chair.*

4. Complete by **end of May**:

Commented [1]: Passed the first of two votes at the May 11 Board Meeting with the changes shown at 2b and 4b.

- a. Send copies of the Event format and score cards to University personnel you are working with and any judges you may use in your Event. Remember that securing judges and products from across Pennsylvania is advantageous.
 - b. If your Event has a written test, develop the test for your Event from the published test resources or make arrangements to do so. Answer choices may be rearranged and/or similar calculation questions substituted to keep the test content fresh each year.
5. Complete **at least one week prior to arrival on campus**:
- a. Make arrangements to copy the CORRECT and CURRENT (per PA FFA Board of Directors approval) scorecards for your Event.
 - b. If your Event has a written test and/or other paper-based materials that are needed, make the necessary copies or send materials for copying. The Penn State FFA Week Coordinator will offer copying on this timeline following proper communication from the Event Chairperson to request this service.
6. Complete **Tuesday of Activities Week**:
- a. Pick up Event supplies at Registration.
7. Complete **Day(s) of Event**:
- a. Conduct your Event according to the rules and regulations set forth on the currently published Event Guide.
 - b. Return the Event site (lab, classroom, shop, etc.) to its original condition if it is necessary to rearrange the facility to conduct the Event.
 - c. Turn in the results (all ties must be broken) immediately following the conclusion of scoring your Event per the directions provided to you by the Tabulation Committee in your Chair's envelope at Registration.
 - d. Complete and submit evaluation forms and surveys at the Tabulation Committee location.
 - e. Return Event supplies to the Tabulation Committee location.
8. Complete **Wednesday of Activities Week**:
- a. Make yourself available to the Tabulation Committee throughout the evening, including after Session, to resolve any scoring conflicts/questions. This is best done by providing an accurate cell phone number that can be used to reach you while on campus when you first submit your results.
9. Complete **Last Day of Activities Week**:
- a. Present the top 2 teams and top 3 individuals of your Competitive Event on stage during the Awards portion of the General Session. *If a Chair cannot be present, they should make arrangements with a Committee Member or the CDE/LDE Committee Chair to present the results.*

Thank you for your time and dedication serving as a chair and making this event successful for FFA members. If you have any questions or need clarification on any of the items listed above, feel free to contact the current PA FFA Activities Week Coordinator or the current PA CDE/LDE Committee Chair.

iii. Competitive Events Chairpersons will have their registration to FFA Activities Week covered, provided they remain in Good Standing with the completion of their responsibilities.

iv. Any Competitive Event Chairperson that does not meet their responsibilities will be recommended by the CDE/LDE Committee to the FFA Board of Directors for Probation. Once on Probation, the Chairperson will need to effectively complete all responsibilities, without the benefit of paid registration, for one year to be reinstated to Good Standing. Any Competitive Event Chairperson on Probation who continues to not meet their responsibilities will be recommended by the CDE/LDE Committee to the FFA Board of Directors for Removal.

v. Recommendations of the CDE/LDE Committee to the FFA Board of Directors regarding Probation and Removal of Competitive Event Chairpersons will be presented at the August Board Meeting each year.

PA FFA SAE Committee Meeting
March 27, 2023
Meeting at SLLC – 8:00pm

Committee Members Present: Sherisa Nailor – PA FFA Board Chairperson; Laura Palmer – Western Region; Mikara Anderson – South Central Region; Brandon Witmer – Northern Region

I. Keystone FFA Degree Evaluation

- a. Agenda items for March 2023 SAE Committee Meeting
 - i. Dates for 2023 with National Convention being later in November
 - 1. Due to Regional Coordinators – October 16th
 - 2. Regional Evaluation by October 27th
 - 3. Correction Notifications by October 31st
 - 4. Corrections due to Regional Coordinators by November 14th
 - 5. Finalized list to State Office by November 17th
 - 6. Report Regional Star Results to Carole Fay and State Office by December 7th
 - ii. Requirement for in-person class enrollment vs. 4 years of SAE Independent Study
 - 1. Concern about the need for systemic agriculture education, but cannot verify or prove course enrollment
 - 2. Some schools offer SAE as an in-seat course opportunity
 - iii. Minimum requirement of SAE length or years of projects?
 - 1. Minimum of two calendar years of records
 - 2. Must have an active project in the current calendar year
 - iv. Acceptance of class-based SAE projects
 - 1. Qualifying SAE projects must be completed outside of scheduled agriculture course time
 - v. Clarification of chapter activity qualifications
 - 1. None
 - vi. Role of descriptions, inventory, and application details in evaluation for degree
 - 1. Evaluate the rubric at the next meeting with a recommendation for use before Summer 2023.

II. Next SAE Committee Meeting

- a. Monday, April 17th, 3:15pm via Zoom

Respectfully Submitted,
Sherisa Nailor
SAE Committee Chair

PA FFA SAE Committee Meeting
April 25, 2023
Virtual Meeting – 3:15pm with Open Edits until May 10, 2013

Committee Members Present: Sherisa Nailor – PA FFA Board Chairperson; Laura Palmer – Western Region; Mikara Anderson – South Central Region; Brandon Witmer – Northern Region; Phil Haussener – Eastern Region; Carole Fay – SAE Specialist

I. Keystone FFA Degree Evaluation – Manual Checklist

- a. The committee reviewed and made edits to the manual checklist to be used for all Keystone FFA Degrees being evaluated in the fall of 2023. The checklist is attached.
- b. A list of edits for AET have been developed and will be sent for updates before the summer.
 - i. Anything that is not acceptable as a “met” from AET, should say Manual Review.
 - ii. 3 checklist items (Leadership, Parli Abilities, Speech) need to be a “met” on AET checklist
 - iii. Ag Ed Enrollment Verification: Student has completed agriculture education courses for credit beyond completion of SAE projects for credit. “Yes” “No” checklist item - “Met” on AET checklist
 - iv. Membership Verification: For Keystone Degree Eligibility, candidates MUST be in at least the 3rd year of agriculture education course enrollment or have already graduated High School.
 - v. Project Description Template:
 1. My SAE project started in the month of _____ this year, and my SAE is based on _____ (try and describe using # head, acres, lbs, hours, etc..)
 2. In this year, I learned specific skills & responsibilities such as _____ and _____.
 3. My project is (Completed / or ongoing into next year). This year, important outcomes such as _____, _____, and _____ were used to measure/track my success. (Tip...measurable values like # offspring, transferred animals, \$ sales, paychecks, # hours, harvest yield, lbs-gained, knowledge gained, # customers, responsibilities, or other ways to quantify growth).

Respectfully Submitted,
Sherisa Nailor
SAE Committee Chair

| | Award Sections | Description | Check |
|---|---|---|-------|
| 1 | Version | Is the application version dated after Oct. 1? | |
| 2 | Project name/category | Is the project in the correct type based on the description? Is the project named appropriately? | |
| 3 | Record Years | Does the candidate have SAE records across two calendar years? Does the candidate have SAE records in the current calendar year (i.e. 2023 project records for applications being submitted in the fall of 2023)? | |
| 4 | SAE Description/ Review (Clipboard in AET) Template is found in the AET Experience Manager clipboard. | <p>Example Template for AET</p> <ol style="list-style-type: none"> 1. My SAE project started in the month of _____ this year, and my SAE is based on _____ (try and describe using # head, acres, lbs, hours, etc..) 2. In this year, I learned specific skills & responsibilities such as _____ and _____. 3. My project is (Completed / or ongoing into next year). This year, important outcomes such as _____, _____, and _____ were used to measure/track my success. (Tip...measurable values like # offspring, transferred animals, \$ sales, paychecks, # hours, harvest yield, lbs-gained, knowledge gained, # customers, responsibilities, or other ways to quantify growth). <p>If no inventory/equipment used is listed, who provided the equipment used in the project? Include the information in the description.</p> <p>Project scope: is the scope explained in the description? Does the scope/hours make sense with the description? Is the income realistic based on the hours listed?</p> <p>Breeding livestock: How many mature females? Offspring? Sold/kept?</p> <p>Placement Example: I started working at Smith Dairy Farm in June, cleaning the barn, for my paid placement. In July, I learned how to milk cows and in August I changed to feeding calves. This year I learned how to run the skid loader and to identify problems with the calves. My job will continue into next year. OR My job ended in November, when I started another job.</p> <p>Entrepreneurship Examples: Market Livestock: My project started in May when I purchased 2 Crossbred market lambs/ one ewe and one wether. They weighed 50 and 45 lbs each. They gained 65 and 85 lbs and ate 600 lbs of feed. I learned to change their feed, gradually as bloat can be a problem. I also learned that lambs need to be dewormed, regularly for best growth. I sold them at the fair in September. They were housed in my grandfather’s barn and I paid for expenses through labor exchange.</p> <p>Lawncare Business: I started my lawn mowing project in May by mowing 3 lawns in my area. My client list grew to 8 clients by word of mouth. I hired my sister to help me get them all taken care of. I don’t have any non-current inventory because I used my parent’s lawn equipment in exchange for mowing their lawn.</p> | |

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| | | <p>2nd year: I started working on March 1 as I was requested to clean up flower beds. I continued mowing the former clients and have added 3 more. My sister continued to work for me and I was able to purchase my own Zero Turn mower and weed eater. I continued to mow my parent's lawn for in exchange for my dad trailering my equipment to jobs.</p> <p>Breeding Livestock: I started my rabbit breeding project with 2 does and 1 buck: All Californians. My does had 3 litters/24 bunnies. I sold 20 of the bunnies, transferred 3 to a meat pen project and kept 1 doe. My rabbits are housed in cages that I got as a birthday gift and are kept in my parent's barn. I buy the feed with money from my job until this project is profitable.</p> | |
| 5 | Inventory: Current/ Non-current | <p>Placement projects do not have inventory/ownership. Is current inventory reflected in the SAE description? Are non-current items appropriate for the listed projects? (owned by the student?) Are inventoried items directly related to entrepreneurship or research projects?</p> <p>This should be clarified in the description. A loss in entrepreneurship earnings will show up as a positive in inventory. Completed projects should be turned off and financial "losses" are absorbed by profitable projects.</p> | |
| 6 | Income and Expense Summary | <p>Entrepreneurship projects will have income/revenue in section 1. If no income, then an explanation MUST be in the SAE description. Expenses from operations will be listed in section 2. If no expenses, then an explanation MUST be in the SAE description.</p> <p>Market projects and/or businesses will have "inventory purchased for resale" (section 2a or b). Entrepreneurship Projects will have Expenses in lines (2c and/or 2d, and/or 2e) OR an explanation MUST included in SAE Description.</p> | |
| 7 | FFA Activities at the Chapter level | The candidate MUST be involved in at least 10 FFA activities at the chapter level (not included in any other part of the application). Only one chapter meeting and one committee meeting per year may be counted. Serving as an officer and/or committee chair will NOT count as an activity. | |
| 8 | FFA Activities above the Chapter level | The candidate participated in at least five (5) DIFFERENT FFA activities above the chapter level, be careful of same activities with varied descriptions, (not included in any other part of the application). | |
| 9 | Community Service | <p>Are the organizations listed organizations that benefited from the service? The benefitting organization MAY NOT be the member's FFA Chapter and MAY NOT be a chapter fundraiser activity. The candidate's role in the service MUST be included and the service CANNOT benefit the candidate in any way.</p> <p>Entries MUST include: Description of the project or task, candidate's specific role in the project or task, and outcome of the project (Example: how many people served, how much money raised, how was the profit or product used, etc.)</p> | |
| | Community Service | <p>There MUST be at least 25 hours and 2 DIFFERENT activities. To be safe, candidates are encouraged to list more than 25 hours.</p> <p>Fundraisers for groups where a student is a member do not count. Projects or service provided to the school are also unacceptable. Service that is a requirement of membership is also NOT permitted.</p> | |

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|----|-----------|--|--|
| 10 | Photos | <p>Is one photo and complete caption of an SAE project included?</p> <p>Candidate SHOULD BE in the photo or the caption MUST describe why that is not permitted. The caption identifies and describes the skill or efficiency being demonstrated in the photo.</p> | |
| | Comments: | | |

Other Items for Change with AET:

- Anything that is not acceptable as a “met” from AET, should say Manual Review.
- 3 checklist items (Leadership, Parli Abilities, Speech) need to be a “met” on AET checklist
- Ag Ed Enrollment Verification: Student has completed agriculture education courses for credit beyond completion of SAE projects for credit. “Yes” “No” checklist item - “Met” on AET checklist
- Membership Verification: For Keystone Degree Eligibility, candidates MUST be in at least the 3rd year of agriculture education course enrollment or have already graduated High School.

VII. c. National Officer Candidate Selection Process

1. To facilitate selection of the candidate for National FFA Office and to ensure that all officers, advisors, and members know the procedure for this selection, the Pennsylvania FFA Board of Directors establishes the following procedures.

To be eligible to become Pennsylvania's National Officer Candidate, the following minimum qualifications must be met:

- A. The candidate must have obtained the Keystone Degree
- B. The section below entitled "Minimum Requirements for National Officer Candidate" must be met.

A candidate must have their American FFA Degree or have approval from the State SAE Specialist that the candidate will be approved to receive their degree at the National FFA Convention where they will serve as Pennsylvania's National Officer Candidate.

Interested individuals who meet the eligibility requirements will notify State Staff of their intention of entering the selection process by sending a formal email between March 15 and April 15th. Upon receiving email of intent, PA FFA Staff will reply with the National Officer Candidate Application which must be submitted 2 weeks prior to the May Board Meeting.

Interviews will occur on the day of the May Board meeting. If additional interviews are required, a second day may be proposed. Each candidate will be interviewed by a 6 (six) member committee consisting of:

1. A current State Officer
2. A National Officer Candidate at least two years removed
3. Two members of the Board of Directors of PA FFA, appointed by the Adult President
4. One Agriculture business & industry representative
5. One representative from the College of Ag Sciences of either The Pennsylvania State University or Delaware Valley University.

Upon selection, candidate will be provided with an outline of the training schedule including dates and timelines. It is recommended that the candidate begin to build a support network to utilize throughout training and during National Convention week.

Candidates are to complete the following tasks leading up to the National FFA Convention:

- i. Plan & execute a large group workshop at the Fall Leadership Conference
- ii. Travel with and represent the Pennsylvania FFA Foundation at business and industry events.
- iii. Attend at least one National Officer Candidate school, paid for by the Association.
- iv. Complete "mock" workshops, interviews, and speeches

Should the candidate not meet the American Degree minimum qualifications, thus not receiving their American Degree, the candidate will not be eligible to run for National Office and Pennsylvania will not have a candidate that year.

Minimum Qualifications:

1. Candidate must complete a satisfactory interview by the national officer selection committee. The candidate must receive approval by 2/3 of the members on the selection committee by closed ballot vote.

2. Candidate must be in good standing with the laws of the Commonwealth of Pennsylvania and the United States at all times during the running for National Office.
3. Have received or will be receiving their American Degree of membership.

The Pennsylvania National Officer Selection Process should closely mimic the in-person rounds of the first phase of the National FFA Officer selection process. For more information on each of the rounds, please see the National Officer Selection Process Manual.

All rounds will be graded based on rubrics that closely mimic national scoring rubrics. These rubrics will be developed from past national rubrics and created by a designated individual who will not be serving on the selection committee and has not helped prepare any candidates for the current year. All rubrics, topics, and questions should be prepared by the individual two weeks before the interview date.

The deliberation process should use scoring as their primary criteria but scores themselves should not be a definitive qualifier for a national officer candidate. The ideal candidate should have a combination of high scores, authenticity, and coachability.

Out of respect for all candidates, those interviewing for the National Officer Candidate position will be notified of the committee's decision the day of interviews, and the National Officer Candidate will be announced to Pennsylvania FFA members at the annual Summer Convention.