



2026 NATIONAL OFFICER SELECTION PROCESS HANDBOOK

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National Officer Selection Process Overview

The National Officer Selection process exists to give all candidates a fair, equitable opportunity to achieve the goal of serving as a national officer. This is achieved through an incredibly rigorous process that places candidates in situations relevant to what they would experience as national officers.

A committee of nine student individuals selected by the outgoing national officer team is the sole decision-maker to select the next national officer team. These students leave a lasting impact on our organization through a series of interviews, application evaluations, and thoughtful deliberations.

Becoming a National FFA Officer Candidate

Each state may declare one candidate for national FFA office annually. National officer candidates must be active FFA members, must hold the American FFA Degree at the time of election, and must retain active membership through their term of office. FFA members employed by the National FFA Organization or served on a national FFA nominating committee are ineligible. Once a student is declared their state's candidate, they will be enrolled in the National Officer Selection Process online system to complete their application.

Joining the Nominating Committee

In keeping with the traditions of a student-run organization, a committee of nine FFA members is selected to interview and select the national officer team. Being a part of this unique group requires a sense of commitment to the betterment of the organization and a heart for service. The committee will spend many hours preparing for the National FFA Convention & Expo.

The student nominating committee is assisted by several adults who serve as consultants to the process and student committee. The adults involved must have a desire to see students grow. This is essential in releasing control to the student committee and allowing them to do much of the thinking. Asking questions, probing committee members' understanding, and advising, when necessary, require patience and a strong commitment to student success.

Any active FFA member is eligible to serve on the committee. To apply, individuals must be recommended and then approved by state FFA staff. Anyone can recommend someone to serve on the committee.

Board Policies

A nominating committee consists of nine official national convention delegates. **These delegates are added to a state's total delegate number.** Having a member on the committee does not affect the total number on the delegate floor — one chairperson selected at large and two from each of the four regions shall study and review the qualifications of each eligible candidate. This committee shall submit its national officer recommendations to the delegates assembled at the national convention.

An FFA member serving on the national officer nominating committee will not be eligible to run for national FFA office.

All recommended committee members must consent to a background check and social media screening before they can be fully approved as potential participants in the national officer selection process. Committee members will undergo the same background check as the candidates. To learn more about this process, [click here](#).

Recommendation, Application, and Submission Procedures

Recommendation: Open to the public May 15 to June 26. **To recommend an individual, [click here](#).**

- There is no limit to the number of recommendations for members or states. *The nine states selected to the nominating committee the previous year are not eligible for recommendation in the current year.*
- State staff approves or rejects all recommendations before the individual is made aware of their recommendation.
- Those who recommend individuals are not aware of the state staff approval or rejection of their recommended individual.
- Approved recommendations require state staff to verify active FFA membership through the online system.
- A member may retain active student membership until Nov. 30, following the fourth National FFA Convention after graduation from high school.

Application: Once a recommended individual is approved, their state staff will send them an email with instructions to access a short application and prompt for a two-minute video submission.

- Once complete, the individual submits the application to state staff for final submission to National FFA.
- Individuals will need a valid FFA.org login to access the system.

Submission: State staff reviews the application and completes the final submission to National FFA.

Applications are due at 5 p.m. EDT on July 10, 2026.

Committee Selection

The National FFA Officers conduct an individual review of all submitted nominating committee member applications. After an initial review of applications, the officer team will select finalists for selection in each region and conduct virtual interviews with those individuals.

Following interviews, the national officer team deliberates on finalists' applications and interviews, providing evidence for and against the individuals. This deliberation process results in the recommended nine nominating committee members: two from each region, one at large, one of which is the committee chairperson. Per board policy, the national president shall submit to the chief programs officer the list of recommended nominating committee members, which will be reviewed by the governing committee of the board of directors no later than Sept. 1. The national officer team personally calls to informally invite each committee member to serve on the nominating committee. After their informal acceptance, they will receive a request for formal acceptance in writing from the National FFA staff. Once all nine confirm, the individuals not chosen are notified.

The **tentative date** interviews are planned to be conducted is July 29. Candidates selected for an interview will be contacted on July 28 and invited to schedule an interview. Interview timeslots are available on a first-come, first-served basis, so please be timely in selecting your interview timeslot.

Committee Responsibilities, Pre-Convention Work and National Convention Experience

Being on the nominating committee is a very high honor that comes with equally high responsibility. Preparation for the National Officer Selection Process begins in August and carries through the conclusion of the National Officer Selection Process in November. For a full overview of this experience, [click here](#).

Class Credit

If their university allows and agrees, National FFA staff will work with a committee member's academic advisor to obtain class credit for their experience upon the committee member's request.

Important Deadlines for the 2026 National Officer Selection Process

May 15, 2026: Recommendations for the National Officer Nominating Committee and applications for National Office open.

June 26, 2026, 5 p.m. EDT: All recommended applicants for Nominating Committee must be approved and have their membership verified by state staff.

July 10, 2026, 5 p.m. EDT: Nominating committee applications must be submitted to National FFA by state staff.

July 31, 2026, 5 p.m. EDT: State staff must submit National Officer applications to the National FFA.

National Officer Selection Process Dates

Nominating Committee & Adult Consultants

The nominating committee, adult consultants, and National FFA staff should expect to be in Indianapolis for the Selection Process from Oct. 14 to Oct. 25, 2026. Specific dates and times will be provided upon selection.

National Officer Candidates

National Officer Candidates should expect to arrive in Indianapolis on Oct. 16 and stay through Oct. 25. Those candidates elected to National FFA Office will have their travel rebooked by National FFA and will remain in Indiana for a few days after the National FFA Convention for orientation.

Housing

The National FFA Officer Selection Process will be conducted at the Crowne Plaza Indianapolis – Downtown Union Station. All candidates will be provided housing at this hotel, which will be later billed to their state FFA association. Housing is random with the following factors considered:

- Candidates will be housed by gender, as designated in their application.
- All candidates will be housed in double rooms. If there is an uneven number of candidates, one candidate will be selected at random to stay in a single room to ensure that no room houses three candidates.
- Candidates will not be housed with other candidates from their region.

Adult Appointees to the National Officer Selection Process

The following individuals are the National FFA staff, board representative, adult consultants and deliberation consultants engaged in the selection process. For an overview of adult roles in the selection process, [click here](#).

Lydia Williams

Program Specialist - National FFA Organization
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Michael Brammer

*National FFA Board of Directors
Executive Director
Pennsylvania FFA Association*

Juleah Tolosky

*3rd Year Adult Consultant
State FFA Director
New York FFA Association*

Alan Spencer

*2nd Year Adult Consultant
AFNR Consultant and State FFA Advisor
Iowa FFA Association*

TBD

*1st Year Adult Consultant
TBD*

Richard Katt

*Deliberation Consultant
Nebraska*

National Officer Selection Process At-A-Glance

Event Dates & Timing

Tuesday, Oct. 13, 2026, Noon EDT: Release of 2026 Video Exercise prompt and submission instructions to all candidates.

Thursday, Oct. 15, 2026, 9 p.m. EDT: Video Exercise submissions are due from all candidates through the submission system. Video exercise is submitted through a secure portal before arriving in Indianapolis.

Friday, Oct. 16, 2026: Candidates arrive at any time and check in to Crowne Plaza Union Station.

Saturday, Oct. 17, 2026: Candidate Orientation Breakfast and Photos, Personal Round I Interview Round

Sunday, Oct. 18, 2026: Stand & Deliver Interview Round, Phase II Advancement

Monday, Oct. 19, 2026: One-on-One Interview Round

Tuesday, Oct. 20, 2026: Round Robin Issues Conversation & Media Round, Casual Activity (finalists only)

Wednesday, Oct. 21, 2026: Facilitation Interview Round (finalists only)

Thursday, Oct. 22, 2026: Personal Round II Interview Round (finalists only)

Friday, Oct. 23, 2026: Candidate Debrief

Saturday, Oct. 24, 2026: Announcement of 2026-27 National FFA Officer Team

National Officer Role & Competencies

National Officer Handbook

Prospective candidates must fully understand the national officer job description before officially applying for the National FFA Office. To gain a better understanding of the role and expectations, thoroughly review the National Officer Handbook found at [this link](#).

National Officer Competencies

The following lists the essential competencies required for serving as a national officer. The officer selection process is designed to screen candidates to find those who consistently demonstrate these competencies. Officers are expected to continue to demonstrate these and work to develop and refine their skill set in each area throughout their year of service. The competencies are listed in no particular order.

Communication

Demonstrates the effective use of various forms of communication, i.e., nonverbal, listening, written, speaking and facilitation, to convey a message in both large group and one-on-one settings.

Team Player

Demonstrates the ability to work in a team setting, values diversity of opinion, works to be inclusive and is willing to put others above self.

Areas of Knowledge

Demonstrates the ability to articulate the systemic nature of food, fiber, agricultural and natural resources issues, FFA, educational issues and all respective current issues.

Character

Displays an authentic, inclusive, responsible, honest, mature, confident, and respectful disposition.

Influence

Demonstrates the ability to influence others through modeling expectations, building relationships, and growing the organization.

Policies and Procedures Surrounding the National Officer Selection Process

Board and Constitutional Provisions

The National FFA Officer Selection Process is provided by the National FFA Constitution. Policies established by the National FFA Board of Directors are in place to guide the selection process to ensure fairness to all involved.

Constitutional Provisions for the National Officer Selection Process

Article IX. National Officers and Procedures for Election

Section A

The elected officers of the National FFA Organization shall be a president, four vice presidents (one from each of the four regions of the United States established in the bylaws) and a secretary.

Section B

The elected officers shall constitute the board of student officers. It shall be the duty of this board to advise and make recommendations to the National FFA Board of Directors with respect to the activities and business of the organization.

Section C

A state FFA association may recommend one candidate for national office each year. The state's candidate shall be approved by the designated state staff on a nomination form submitted to the national executive secretary on or before August 1. All candidates shall be notified as to their eligibility on or before Aug. 15. Those declared ineligible may file an appeal with the national advisor no later than September 1. The FFA Governing Committee shall vote on any appeal and formally notify the candidate of their decision no later than Sept. 15.

Section D

The national officers shall hold the American FFA Degree at the time of their election and must be active members for the duration of their term in office. They shall be elected annually by a majority vote of the delegates assembled at the national convention. A member cannot hold a national office and a state office at the same time.

Section E

A nominating committee consisting of nine official national convention delegates—one chairperson selected at large and two from each of the four regions—shall study and review the qualifications of each eligible candidate. This committee shall submit its nominations to the delegates assembled at the national convention.

Section F

The president and the secretary shall be elected from the candidates at large. The position of the vice presidents shall follow a four-year rotational cycle. The region from which the second vice president is elected during the current year shall be entitled to the first vice president the next succeeding year, and so on for the other offices.

Section G

National FFA officers shall serve from one national convention through the next succeeding national convention and shall not be re-elected or eligible for election to another national office. In the event a national convention is not held in any given year, the National FFA Board of Directors shall make provisions for the appointment of national officers for the next succeeding year. The National FFA Board of Directors shall have the power to appoint a qualified member to fill any office that becomes vacant between national conventions.

Policies Regarding National Officer Selection

The following policies are from the National FFA Organization Policy and Procedure Handbook. These policies deal directly with candidate eligibility, restrictions, and selection at the state level.

Eligibility

- Each national officer candidate shall be an active FFA member and eligible to retain active membership until the member completes the term of office. A member may retain active student membership until Nov. 30, following the fourth National FFA Convention after graduation from high school.
- No FFA member who has been employed by the National FFA Organization will be eligible to run for National FFA office. (1991)
- No FFA member who has served on the national FFA nominating committee will be eligible to run for national FFA office. (2006)
- All candidates must agree to a social media screening and a background check before they will be fully accepted as a candidate for national office. (2020)
- The practice of soliciting support for a candidate for national FFA office is **not permitted**.
- A state may declare **only one** candidate for national FFA office each year. The state FFA advisor/executive secretary/state supervisor shall make the nomination.

Social Media Screening and Background Checks

As listed above, all candidates must agree to a social media screening and a background check before being fully accepted as candidates for national office. A third party will complete these screening procedures, and all candidates will be notified of their application status by Aug. 21, 2026. As listed in the constitution, candidates have until Sept. 1 to file an appeal on their application status, to which the National FFA Board of Directors has until Sept. 15 to review and respond. A full overview of the process can be found [here](#).

Detailed Overview of the National Officer Selection Process

The Application Process

All applications and recommendations are managed through the National FFA Officer Selection Process system, accessible through a private link provided once a candidate is approved to apply.

Important Application Details

Both the National Officer Candidate and Nominating Committee applications require a National FFA login, which is linked to your FFA Membership I.D.

Please note that the application does **not** automatically save. You're welcome to review the application and copy the questions into a separate document to draft your responses. Each long-answer prompt includes a word limit—be sure to double-check your word count as you write.

All document uploads must be in **PDF format**, and any images should be uploaded as **PNG or JPEG** files. Additionally, both applications require you to submit a **YouTube video link**. Please set your video's visibility to **"Unlisted"** so it's only accessible to those with the link. You can do this by selecting "Unlisted" when uploading your video.

State staff, please click [here](#) for assistance with using the system.

The Selection Process

The interview process is divided into two phases. The first phase will consist of four scored components including: Video Exercise, Personal Round I, Stand and Deliver round, and One-on-One Interview round. The final phase of interviews includes the Round Robin Conversations and Media Round, Facilitation Round, and Personal Round II.

Scheduling of Rounds & Timeliness

The time requirements for each round guide the creation of the interview schedule. The order of the candidate interviews within each round is determined by random assignment generated by National FFA staff. In addition, breaks are scheduled between the groupings to provide the nominating committee members a chance to stretch and refresh themselves. The only modification of the random assignment process considered is when a candidate in the last 25 percent grouping of the previous round will not be first in the next round that occurs on the same day. Scheduling is completely random and no factors beyond what is listed above are permitted as factors in the scheduling of rounds.

The interview schedule for each round will be posted in a designated area the evening before the round and e-mailed to all candidates. Individual interview times will not be announced any further in advance. This practice has prevented candidates from committing to other activities that might interfere with the interview schedule.

Candidates will receive a schedule highlighting the major activities of the week as part of the overall convention and selection process materials sent to each qualified candidate. Efforts will be made by the National FFA Organization staff to provide the candidates with a relaxed waiting area that allows candidates to interact with each other.

Candidates are expected to report at the scheduled group meeting time. This ensures that all candidates are ready to start on time. This early arrival allows the nominating committee to start the next grouping early should they be operating ahead of schedule. In addition, the FFA Policy and Procedures Handbook uses the following policy should a candidate arrive late for their interview or exam activity.

NOTE: If a candidate is late to a round, the board superintendent and the adult consultants will make and enforce a ruling on how to proceed.

Phase 1

Video Exercise – Up to 3 minutes, submitted before arriving in Indianapolis.

To provide each candidate a better opportunity to showcase their personality, qualifications, and desired contributions—candidates will be asked to record a video that responds to a specific prompt. This prompt will pertain to a scenario they may encounter during their term as a National Officer. Each submission must be the work of the candidate and the candidate only. **Graphics, music, and special effects added by video editing software are not permitted. This video must be recorded indoors at a single location using a phone camera (selfie-style).**

ALLOWED	NOT ALLOWED
- Filming in segments and putting segments together - Music organically playing in background of the setting you are filming - Subtitles/Closed Captioning - Brightening video due to shot being too dark - Raising audio due to sound recording being too quiet	Splicing multiple takes of one segment together - Music underscore added to the video - Graphics of any kind, including lower thirds, pop-up graphics, credits, etc. - Transition bumpers, graphics, etc. - Censoring or removal of audio of any kind - Blurring of objects or images in the video - Filming in different locations - Use of a green screen - Use of filming equipment other than a phone

If a candidate does not adhere to the round guidelines outlined above, National FFA Staff reserve the right to take corrective action including but not limited to a deduction in scoring, a non-score for the round, or termination of National FFA officer candidacy.

Personal Round I – 6 Minutes

In this six-minute one-on-nine format interview, candidates should capitalize on this time by making their first impression a lasting impression. In addition, candidates can expect to answer two or three behavioral-based interview questions posed by the nominating committee and expound on their goals, motivations and/or desire to be a national officer. Candidates should be able to share who they are and why they are here as a result of this round. **Handshakes between candidates and nominating committee members are prohibited to prevent the transmission of illness and allergens. No phones, smartwatches, or related technology will be allowed in the interview room.**

Stand and Deliver – 15 minutes to prepare, 4 minutes to deliver, and 3 minutes for questions.

This round will be 22 minutes in length.

- Fifteen minutes are given to candidates to plan, organize and prepare a spoken presentation.
- Four minutes are focused on the candidate's ability to deliver a spoken presentation. Candidates will be stopped at five minutes.
- The final three minutes are focused on the candidate's ability to respond accurately to questions regarding the topic and presentation from an outside expert.

Candidates will have 15 minutes to prepare to deliver a four-minute speech on the topic provided. When candidates arrive at the preparation room, they will receive the topic and instructions regarding the setting and audience to which the speech will be directed. No materials will be allowed in the room during this time other than a pad of paper and a pen, which will be provided. **No phones, smartwatches, or related technology will be allowed in the prep room or interview room.** Candidates will move promptly from the preparation room to the interview room to deliver their four-minute speech. Time will be called at the end of four minutes, regardless of where the candidate is in their speech. Once time is called, the three-minute question period with an outside expert will begin. If responses exceed the allotted three minutes, time will be called regardless of where the candidate is in their response.

One-on-One Interview – (9) Eight-Minute Interviews

This round will consist of nine 8-minute interviews, each with a different nominating committee member. The interview is focused on two objectives. First, this is an opportunity for individual committee members to develop rapport and get to know candidates in a one-on-one setting. Second, this will provide an opportunity to evaluate several targeted competencies through structured and follow-up questions. For each of the nine interviews, should a candidate finish early, they should remain seated; it is encouraged the candidate and committee member have casual conversations with each other until the adult consultant calls time. Once the adult consultants call time, the candidate should end their conversation and leave the interview room. **No phones, smartwatches, or related technology will be allowed in the interview room.**

Advancement

Following the first phase, the top 50 percent of candidates in each region and overall will advance to the second phase of interviews based on their scores accumulated in the first round. Should a region have an odd number of candidates running, that region will advance one additional person to the second phase (i.e., if there are 11 candidates in a region, 6 will advance to the second phase). Should a region have only three candidates, the region is eligible to advance all three candidates, provided the third-place candidate's score (in that region) is in the top 50 percent of all cumulative weighted scores at the end of phase one. No deliberations will occur at this time.

Additionally, scores at this point in the process are **NOT** reported to the candidates or to the nominating committee members. Candidates will only know that they are in the top or bottom 50 percent of their region or overall, until a final score report is sent following the process. Announcement of the top 50 percent in each region and overall will occur during a private event with only candidates, candidate mentors or support teams (in a separate support room, adult consultants and organization leadership). All candidates will be provided with an envelope and encouraged to open it with mentors, coaches, and other individuals in their support network. The letter will let them know if they are moving on to the second phase of interviews.

Phase II

Phase two interviews will convene with only the top 50 percent of candidates in each region and overall. There are three rounds in this phase: Round Robin and Media Round (scored together), Facilitation Round and Personal Round II. Scores will continue to accumulate for this group of candidates.

Round Robin Issues Conversation and Media Round – (3) Ten-Minute Conversations

Round Robin: National officers often have conversations with stakeholders in an elevator or at the airport. The Round Robin round focuses on evaluating the candidate's demonstration of the agriculture areas of knowledge while carrying on a conversation regarding key issues related to a stakeholder. Stakeholders during the Round Robin round may include any expert from the broad industry of agriculture. This round will occur in two 10-minute interviews with a short rotation time in between. **No phones, smartwatches, or related technology will be allowed in the prep room or interview room.** Each interview will position the candidate with one outside expert at a table while three of the nominating committee members observe the conversation. Each of these experts will represent a different stakeholder. All experts will be provided with an interview guide.

However, they may interject specific follow-up questions to probe the candidate's understanding. To help eliminate conflict of interest, the following screening questions will be asked of the experts:

- Do you have any type of personal relationship with any of the candidates?
- Do you have a connection to FFA that would create a conflict of interest surrounding a candidate (serving on a state board of directors or foundation, etc.)?

Media Round: Throughout national officers' year of service, they engage in radio and TV interviews with not only the interviewer but a listening/watching audience. The focus of the Media Round is on the candidate's demonstration of either FFA or agricultural education areas of knowledge (the opposite of the Stand and Deliver topic) while conducting a media interview with an outside expert. The format in which the interview will be conducted will be decided by the nominating committee. **No phones, smartwatches, or related technology will be allowed in the prep room or interview room.** Three nominating committee members will observe the interview and conduct their evaluations. The expert may offer qualitative information regarding the accuracy of responses to specific questions. The expert may not offer advice on the specific score to give the candidate. The round experts will meet with members of the nominating committee prior to this round to ensure everyone is familiar with one another. This meeting may take place in person, via a live webinar, or through a recorded presentation, and will provide the committee with an overview of the scenarios to be discussed as well as training on the relevant topics.

Casual Activity (NOT SCORED)

As an opportunity to build rapport, this event will be a casual event for all phase two candidates, nominating committee members, adult consultants and national FFA staff that is in part selected by the nominating committee (feasibility dependent). The event is focused on providing a setting for nominating committee members and candidates to interact outside of the interview room. Dinner will be provided. The event will NOT be scored; however, the committee can use this opportunity to collect evidence on establishing a sense of candidate behavior outside of the interview room. This evidence will be allowed to be used during the deliberation process.

Facilitation – 30 minutes to prepare and 15 minutes to deliver.

This round is designed to assess the candidate's ability to plan and facilitate a segment of a student workshop in front of a realistic audience. Candidates will be presented with three different workshop objectives and will select one to deliver. The facilitation should include both an interactive experience and an opportunity for participants to reflect on or process that experience. Candidates are expected to use the materials provided to thoughtfully plan, design, and implement effective strategies for engaging the audience and addressing the workshop's key concepts.

This round will be 45 minutes in length: Candidates will have 30 minutes to prepare and 15 minutes to facilitate. During their 30 minutes of preparation time, candidates can expect to be provided with all the materials they will need, along with a sheet of instructions outlining the specific objective for the workshop. Candidates will have a private room to conduct their planning.

Following preparation, candidates will move to the interview room where they will have 15 minutes to facilitate to the available audience. **No music shall be played during this 15-minute round.** Tear sheets that are created in the preparation room may be taken into the interview room. No outside materials may be taken into the preparation or interview room. Only tear sheets that are content-related and created in the prep room may be brought into the interview room. **No phones, smartwatches, or related technology will be allowed in the prep room or interview room.**

In each prep room, there will be a sample set of the materials that will be available in the interview room. Examples include but are not limited to tear sheets, markers, tape, paper, etc. The materials in the interview room will be the same exact supplies as in the prep room; however, there will be enough for each student (i.e., if there is 1 paper plate in the prep room, there will be 10 paper plates in the interview room). The list of materials will not be provided year to year as part of the process.

Upon entering the interview room, each candidate has 2 minutes to set up the room. Candidates can request the students stay in or leave the room for the 2-minute setup time. Regardless of personal preference, this request will not affect their score. **Should a candidate engage with students during the 2-minute setup time, the official time would start for the interview.**

FFA members participating in this round will not offer opinions on any candidate to the nominating committee. Three separate groups of students will participate at different points throughout the day to maximize participation and engagement. Chapters selected for this experience will vary from year to year. Candidates will not facilitate activities with FFA members from their home state.

Personal Round II- (3) Ten-Minute Interviews

The purpose of this interview is to ask final questions developed by the committee for each candidate. National FFA staff and the adult consultants facilitate the committee by developing questions for this final round. This round will occur in three 10-minute interviews with three committee members at a time, with a short rotation time in between. **No phones, smartwatches, or related technology will be allowed in the prep room or interview room.** The attire for this round will be **business casual**.

Deliberation & Selection of National FFA Officer Team

At the end of the interview process, the nominating committee will use the data collected to make evidence-based decisions in forming a slate of six national officers. The process for deliberation is outlined in this section. A considerable amount of time and thought goes into this decision. Students are encouraged to base all decisions on evidence generated throughout the entire selection process using the data provided to them and firsthand experiences during the interview process. No outside or secondhand evidence will be discussed to provide an objective and fair view of each candidate.

National FFA staff will provide a brief orientation of the score reports available for all finalist candidates from the week. Data sources provided include:

- Scores overall
- Scores overall by region
- Scores by competency
- Scores by competency by region
- Notes taken during application review
- Notes taken during interviews

All nominating committee members will review the provided materials during an initial two-hour period and begin making individual decisions. This review period may be extended as needed based on the committee's needs.

A third-party facilitator with **no investment or prior involvement** during the week is brought in to help assist in facilitating the deliberation process. Prior to the deliberations, the facilitator meets with the nominating committee. The facilitator provides an overview of the process, ground rules and boundaries for the discussion, reviews roles and responsibilities, and maintains group focus on the outcome.

The nominating committee reconvenes and makes initial recommendations for a slate of officers. Members share the recommendations and evidence that support their decisions. From this point, much of the work is discussion-based. The emphasis on providing evidence remains the norm for making comments.

Discussions continue until a slate is finalized. Once the nominating committee members reach agreement, students sign off on a final slate of six officers and a committee report is produced.

To select the best six officers to serve as National FFA Officers, the committee will select their top candidate from each of the four regions first. Once the top candidate in each region is selected, the next top two candidates, regardless of region, are added to the team slate. The president and secretary will be selected from the regions that have two or more candidates on the slated team. This process allows for the threshold of being an officer to be higher to ensure all six officers are the highest quality officer regardless of office title. The most recent revision committee approved this process as being the most appropriate method to select the best six officers while ensuring each region is represented as outlined in the National FFA Constitution and Bylaws.

The Scoring System

The scoring system in place for the selection process is designed to ensure scores collected throughout the rounds are reflected in the end score and how well a candidate demonstrated the actual competencies, not just how they did in each round. This helps to ensure selection of the most qualified candidates. This section details the scoring processes used throughout the rounds described in the previous section.

Scoring Scale & Competency Weights

The scale used to evaluate each of the competencies is a 0-1-2-3-4-5 scale.

A score of "0" indicates "No Evidence the Skill/Attribute is Not Present"

A score of "1" indicates "Low Evidence the Skill/Attribute is Present."

A score of "3" indicates "Moderate Evidence the Skill/Attribute Is Present."

A score of "5" indicates "High Evidence the Skill/Attribute Is Present."

This scale focuses committee members to search for verifiable evidence of the competencies. **All** five competencies are weighted **equally** at **20%**.

The overall cumulative score will determine the top 50 percent of candidates in each region and the top 50 percent overall at the end of phase one. Finalists will continue to contribute to their overall cumulative score, though it will **not** be used as an absolute determinant of who is selected. Scores collected throughout the week in each round allow both quantitative and qualitative data to be used in deliberations. This allows the committee to make informed, data-supported decisions while selecting the new slate of officers.

Scoring Calculations

As shown in the previous section, during each round particular competencies will be evaluated using a 0-1-2-3-4-5 scale. The score recorded for each competency will be entered into the scoring system.

The sum of the scores for each competency will be accumulated into an overall score after each round. An average value between 0 and 5 for each of the five competencies will be calculated. This is achieved by dividing the cumulative sum of the competency by the total number of data points collected on that competency in that round. For example, if the Writing Exercise scores Areas of Knowledge three times for a total of 15 possible points, and a candidate earns 10 points for the Areas of Knowledge in this round, 10 is divided by 3 (the number of data points collected for this competency) to yield an average of 3.33333. This reflects the candidate's score for this competency in this round. After phase one, all averages for Areas of Knowledge would be added together to determine the candidate's overall competency score for this phase. The overall cumulative score for each of the five competencies (a value between 0.0 and 5.0) will be multiplied by the scoring index above to determine the contribution that competency will make to the overall score (a value between 0.0 and 5.0 points).

For example, the candidate's averaged Communication score (3.59874) is multiplied by the index for this competency (20 percent) to yield an indexed score of 0.719748. This value is added to the other indexed competency scores to yield the overall score. **NOTE:** The scoring system will carry out all points to at least seven decimal places to reduce any inflation/deflation in a number that may occur because of rounding.

This system offers several benefits:

- First, it allows the overall cumulative score to build throughout the process.
- Second, it reduces the influence one round may have on the candidate's overall score.
- Third, it focuses the process on performance related to the competencies.

Score Reporting

State staff will be sent a report with their candidate's scores from the process following the selection process. This report is intended to help in each candidate's growth. Reports are sent directly to the state leader, who is responsible for the national officer nominating committee process in each state.

Each report will contain the following table of information:

Candidate Name	Test Candidate	Region	Test Region/Association
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Analysis by Competency
The following scores are shown as weighted to demonstrate how the total weighted score was achieved. To obtain the score (out of 5) of each competency, divide the weighted score by the percentage weight of the competency.

Competency	Candidate Cumulative Weighted Score	Region Average	National Average	National Range	National Median
Communication (20%)	0.469231	0.501683	0.488582	0.425000 - 0.550000	0.486058
Team Player (20%)	0.530000	0.497500	0.511250	0.400000 - 0.560000	0.530000
Areas of Knowledge (20%)	0.587500	0.431250	0.419271	0.166667 - 0.587500	0.437500
Character (20%)	0.475000	0.479688	0.490538	0.377778 - 0.587500	0.481250
Influence (20%)	0.547368	0.490072	0.470275	0.327273 - 0.594737	0.472727
Total Score (out of 5)	2.609099	2.400192	2.379916		

Analysis by Round

The following scores are provided to you as a way to review your performance by round. The score reported is the average score out of five for all nine judges' ratings of the competency builders measured in the round. These are only provided as information to you.

You CANNOT use the information below to calculate your cumulative weighted score.

Round	Score for Round (out of 5)	Region Average	National Average	National Range	National Median
Personal Round - Introduction	2.555556	2.555556	2.500000	2.111111 - 2.833333	2.500000
Video Exercise	2.500000	2.196429	2.133929	1.428571 - 2.571429	2.285714
One-On-One	2.958333	2.395833	2.416667	1.833333 - 2.958333	2.458333
Advocacy / Stand and Deliver	2.187500	2.562500	2.335938	1.750000 - 2.812500	2.343750
Round-Robin / Media	2.923077	2.788462	2.561538	2.384615 - 2.923077	2.461538
Facilitation	2.545455	2.613636	2.545455	2.272727 - 2.681818	2.590909
Personal Round - Conclusion	1.833333	2.291667	2.766667	1.833333 - 3.666667	2.750000

Adult Roles in the National Officer Selection Process

Adults play a supportive role in the national officer selection process. Adults are available to support and advise the student nominating committee in fulfilling their responsibilities. The roles adults play can be divided into two categories: formally appointed adult consultants and adults who assist with interviews or scoring. **All adults who are a part of the process are non-voting.**

Overview of Adult Roles

Adult representatives have been appointed to the national officer selection process by the National FFA Organization leadership and board of directors. They are charged with:

1. Ensuring the fairness of the process and adherence to board policies.
2. Providing guidance (as requested and appropriate) to the nominating committee members.

The three adult process consultants and deliberation consultant will be sequestered along with the nominating committee and national staff, typically working many long hours over the 11 days (Arrival – Wednesday before convention and Departure – Sunday after convention). There will not be an opportunity for outside work or meetings to be conducted during the on-site national officer selection process. Adult consultants are strongly encouraged to come to the National FFA Convention & Expo fully prepared and rested to be mentally and physically able to conduct the weeklong selection process.

Governance and Administration	Process Consultants	Deliberation Consultant & Support	Interview Round Support
<i>Those overseeing the governance and administration of the process are tasked with ensuring critical components of the process are executed appropriately. They ensure the overall objectives of the process are met. More specific descriptions are noted below.</i> Two Program Staff National FFA Organization Administer and manage the process and scoring. Leadership Development Team Manager & Chief Programs Officer National FFA Organization Reviews and monitors critical components of the process. Board Superintendent National FFA Board of Directors Reviews scoring data and ensures fairness across the process	<i>Adult Consultants assisting with the process oversee the management and monitoring of rounds. They help ensure the equity, rigor, and legitimacy of the process.</i> Three Adult Process Consultants AAAE or NASAE Complete up to a three-year term and oversee the management and delivery of each round of the process	<i>The Adult Consultant assists with the committee deliberations participate as non-voting adults on the nominating committee. They assist with discussions and deliberations. While they do not make any specific recommendations on the selection of candidates, they provide advice and support to the committee.</i> One Adult Assigned to the Committee Provide advice and help the committee make decisions when necessary. Any individual can apply for this role, which is selected and filled by the Board Superintendent, the National FFA Executive Secretary, and the Chief Program Officer. Deliberation Facilitator Qualified Facilitator Has no other connection to the process and facilitates the final deliberation portion of the process	<i>Adults with expertise in various areas of agriculture, FFA, or agriculture education to assist with interview rounds and interviewing candidates.</i> One FFA or agricultural education expert This individual assists with the Advocacy Stand and Deliver round, asking five minutes of questions following candidate's delivery. The area of expertise is determined by the focus area of the round, which is selected by the nominating committee. Two agriculture experts These individuals hold fifteen-minute conversations focused on agriculture during the Round Robin Issues Conversation. One media expert This individual conducts the Media Round in the format chosen by the Nominating Committee.

National FFA Staff

Two FFA staff members have been assigned to provide leadership to the delivery of the national officer selection process. The assigned national staff members work closely with the adult consultants and board representative to implement the procedures for the selection process. This work includes verifying the candidates' eligibility, disseminating appropriate information to the candidates and the nominating committee, reserving required facilities, preparing materials needed during the process (scoring system) and securing the additional personnel needed for nominating committee training.

The leadership development team manager and chief program officer assist with and is present for critical components of the process, including the selection of the nominating committee by the national officer team, the advancement process, and final deliberations by the committee. They provide any necessary support or guidance as needed throughout the process.

Board Liaison

The board selects an adult member of the FFA board of directors to monitor the national selection process on behalf of the National FFA Organization. In addition, the board representative will be called upon in situations where board policy and/or procedures require interpretation and application.

For an overview of this role, [click here](#).

Adult Process Consultants

The AAAE and NASAE appoint three adults who assist in the management and delivery of the national officer selection process. Each adult is approved by a board vote. The required region submits a potential nominee to serve as an adult consultant. The national FFA advisor reviews the candidate and is approved by the board. A rotational plan has been established to guide the selection of these three adults. The nominating organizations have also been identified in this table. The president of the nominating organization shall be contacted by the FFA staff responsible for the process to secure a nomination to submit to the board of directors. The AAAE and NASAE nominate three adults to assist in the management and delivery of the national officer selection process. The following will be used to identify adult process consultants:

- Regional rotations will no longer be required for NASAE or AAAE to follow when selecting members to fill these roles.
- We will continue a rotation process that will include the following representatives from the AERO groups. NASAE – State Supervisors, NASAE – Executive Secretary, AAAE member.
- Process Adult Consultants will agree to serving a three-year appointment to work with the NOSP.

Begins in	Career Position	National Organization
2026	Teacher Educator	AAAE
2027	Executive Secretary	NASAE

Three adults, appointed by their AERO group, oversee the implementation of the national officer selection processes at the national convention and expo and training of the nominating committee. During the three-year term, the position responsibilities increase each year. The adult chair (third year) is the lead adult in the selection process. The other adults operate under the adult chair's supervision.

The three adult consultants will be sequestered along with the nominating committee and national staff, typically working many long hours over the 11 days (Arrival – Wednesday before convention and Departure – Sunday after convention). There will not be an opportunity for outside work or meetings to be conducted during the on-site national officer selection process.

Each adult consultant holds an equal role in the process. Consultants are primarily present to ensure equity, rigor, and legitimacy of the selection process. Adult consultants are **crucial** in executing the selection process. In addition to providing outside legitimization of the process, consultants are the individuals in interviews keeping time, monitoring rounds, and ensuring scorecard submissions, and working with National FFA Staff in training the committee. Staff members lean heavily on the consultants for their expertise, experience, and opinion in executing this process. Instead of just being an overarching overseer of the process, adult consultants are truly fully engrained in the execution of the process.

Selection Procedures

- NASAE or AAEE will nominate two candidates for consideration to fill the open position. The candidate must meet the minimum requirements and time commitments as established in the job description.
- Each candidate will be asked to complete a written application that outlines their desire to serve in this role, the skillset that will benefit the process as well as a commitment to the process.
- Each candidate will be required to participate in an interview
- The selection committee for these roles will consist of the National executive secretary, chief program officer and program staff.
- After reviewing the application and interview, the selection committee will invite the successful candidate to serve in this role for three years.

For a full detailed description of this role and necessary qualifications, [click here](#).

Adult Deliberation Consultant

One non-voting adult will be selected to serve on the nominating committee.

Job Description

The non-voting adult deliberation consultant on the committee will participate in all the rounds of the selection process except for the 1:1 interview round. While the adult deliberation consultant does not score candidates, they can keep notes and observations for each candidate. Additionally, the deliberation consultant can assist the committee in creating questions and prompts throughout the process. Ultimately, the deliberation consultant provides guidance, advice, and observations when necessary to help and support the nominating committee.

Any individuals who have helped prepare current candidates for national FFA office or have any relation to a candidate or committee member will not be eligible for the adult deliberation consultant role.

For a full detailed description of this role and necessary qualifications, [click here](#).

Deliberation Facilitator

National FFA staff secure a third-party facilitator with **no investment or prior involvement** during the process to help assist in facilitating the deliberation process. Prior to the deliberations, the facilitator meets with the nominating committee to review roles and responsibilities. The facilitator provides an overview of the process, ground rules and boundaries for the discussion, reviews roles and responsibilities, and maintains group focus on the outcome.

The purpose of using a third-party facilitator is to ensure no bias toward any candidate or member of the committee. Any individuals who have helped prepare or have any relation to a current candidate or committee member will not be eligible for the adult deliberation facilitator role.

Other Adults Serving as Resources and Other Informal Roles

Adults may be utilized to assist with the process in informal ways. Examples include:

- Playing roles in mock-interviews
- Role-playing in the round-robin section of the process
- Interviewers or experts
- Assisting with committee training as needed

Any individuals who have helped prepare current candidates for national FFA office or have any relation to a candidate or committee member are not selected for these informal roles.

Questions?

All questions relating to this process should be directed to nomcom@ffa.org.