



Uintah School District

Board of Education

Kurt Case, President • Robin McClellan, Vice President
Dave Chivers, Member • Sarah Lamb, Member • Harlan "Scoot" Wilkins, Member

Interviewer Confidentiality Agreement 3/19/2019

_____ I agree to keep confidential all information shared in candidate applications, all information provided by candidates during interviews, and all information shared among committee members during post-interview, candidate ranking discussions. Exceptions will be made only on a need-to-know basis and with the approval of the principal/supervisor.

_____ I understand that the committee's selection of any candidate is not official until Board of Education.

_____ I agree to ask each candidate, during formal interviews sessions, only those questions approved by the principal or supervisor in charge of the interviews.

_____ I agree to not ask candidates questions, or to make recommendations, based upon any of the following:

Race	Disability	Names/ Numbers of Dependents
Color	Pregnancy	Height or Weight
Age	Pregnancy-related Conditions	Military Service
Religion	Childbirth	
National Origin	Ethnicity	
Gender	Marital Status	

_____ I agree to adhere to the following:

Do

- Stay on task and seek to remain objective
- Work at helping the candidates feel at ease
- Allow candidates to do most of the talking
- Allow candidates sufficient time to answer
- Take ample time to evaluate candidates
- Rely on data to make post-interview decisions

Don't

- Allow biases or preferences to cloud judgment
- Rely on first impressions or intuition
- Phrase questions so as to elicit responses desired
- Ask "yes/no" questions or trick questions
- Contradict or argue with candidates
- Rush to make post-interview decisions too quickly

Printed Name/Location

Signature

Date

Mark Dockins, Superintendent • Derek Anderson, CPA, Business Administrator
Jason Johnson, CPA, Interim Business Administrator
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"Success for Every Student"