



# STATE OFFICER SELECTION PROCESS: SOCIAL MEDIA SCREENING INFORMATION

## OVERVIEW

State FFA Officers are high-profile representatives of the California Association FFA. They work through a rigorous and intensive selection process to ensure the six individuals selected to lead the association serve as a positive example to all stakeholders and uphold the codes of ethics and conduct of the California Association FFA.

Similar to employees, California FFA Officers are trusted with responsibilities and resources of the California Association FFA, including full access to the California FFA Center. Additionally, State FFA Officers frequently visit high schools, conventions, and other events where student safety is a priority.

During the past decade, the influence of social media has grown immensely. Both personal and professional brands are maintained through social media, and one's conduct on various platforms is crucial information to their ability to positively influence the lives of students and other stakeholders. Understanding how a candidate conducts themselves on social media is a vital piece of evidence for the nominating committee. It provides the opportunity to discover major concerns with a candidate's social media conduct prior to the beginning of the process.

To do our due diligence, before giving officers high levels of responsibility, all candidates will be required to consent to a social media screening to be eligible for consideration as a State FFA Officer.

## HOW WILL THESE BE CONDUCTED?

We have contracted with a third-party company, **DISA Global Solutions**, to conduct social media screenings. Once a candidate completes their state officer application, their name, e-mail address, and phone number will be provided to DISA. From here, the company sends an authorization link to the candidate. This link collects the necessary information for the screening process and provides each candidate with all legal paperwork, consent forms, and notices.

## HOW WILL THESE REPORTS BE REVIEWED?

These reports will be reviewed by the State FFA Advisor to identify any major concerns. Major concerns may include, but are not limited to, the following:

- Criminal activity
- Professional misconduct
- Discriminatory behavior
- Illegal behavior
- Violent behavior
- Sexual behavior
- Inappropriate behavior

If it is believed that the report contains concerning material and that the candidate violated the FFA Code of Ethics or acted in a manner unacceptable of a State FFA Officer, the State FFA Advisor will meet with the chapter advisor nominating the candidate for office. The State FFA Advisor may deem the candidate ineligible.

Candidates declared ineligible may file an appeal within twelve hours with the State FFA Advisor. The State Agricultural Education Staff shall vote on any appeal. The State FFA Advisor will then formally notify the candidate of their decision.

Candidates can request a copy of the report from DISA.

## FAQ'S

### **How many years prior will the social media screen review?**

Social media screens will review the prior seven years of a candidate's conduct and engagement on social media platforms, if applicable.

### **What social media platforms are reviewed?**

Candidates can expect to have all platforms where the candidate maintains an account to be reviewed. If a candidate does not disclose a social media account, they are subject to disqualification.

### **Will these reports be provided to the nominating committee?**

Social media screening reports for candidates interviewing for state office will not be provided to the nominating committee to protect the candidate's privacy. Only the State FFA Advisor shall have access to the reports.

### **What if I do not consent to a social media screening?**

Social media screenings are a required component of the State FFA Officer Selection Process. Any candidates who do not consent to the media screening will not be eligible to run for office.

## NEED HELP?

If you have any additional questions regarding this component of the process, we are happy to clear those up for you. Please contact [cparker@cde.ca.gov](mailto:cparker@cde.ca.gov).