

RECRUITMENT OF SUPERINTENDENT

In order to provide the most capable leadership available for this school district, the Board of Trustees may engage in a search for applicants for the position of Superintendent of Schools. The services of consultants may be engaged to assist in screening applicants to be interviewed by the Board. In addition, residents of the community are requested to notify potential applicants of this position vacancy.

Employees of the district may apply directly to the Board and may be granted an interview, providing they meet the qualifications established by the Board.

When the Board begins the search for a new Superintendent, it will first construct a list of qualifications and review and prioritize the functions and responsibilities it wishes the Superintendent to discharge.

Applicants who can best fulfill the role will be sought both from within the school system and from without.

Screening Committee

The Board may appoint a screening committee of its members or proceed as a committee of the whole with recruitment, screening of applicants, and the recommendation of a small number of candidates for final selection. It may on occasion appoint an adviser or consultant to assist the committee. The screening committee:

- Will receive all applications and seek supplemental information on candidates as needed,
- Will check references of promising candidates. Additionally, if a candidate is being seriously considered, the committee will confer with the candidate's present employer (school board chair if the candidate is a Superintendent; Superintendent if the candidate is a Principal or other administrator),
- Will interview the most promising candidates,
- May visit the home communities of the most promising candidates, and
- May consider the names and qualifications of three to six of the most promising candidates.

Reviewed: May 15, 2013
Adopted: January 31, 1996
Revised:

NEPN/NSBA Classification: CBB

Legal Reference: