

Superintendent Recruitment and Selection

The Board of Directors recognizes its responsibility for the recruitment, hiring, evaluation, and, when necessary, termination of the contract for the individual in the district's superintendency. Whenever there shall be a vacancy in the position of superintendent due to retirement, resignation, termination, or death, it is the responsibility of the members of the board to lead an effective and quality superintendent recruitment and selection process.

Skills, competencies, qualifications, education, experience and past performance levels are established for superintendent candidates based on the district's strategic plan and vision and its academic learning standards. Hiring decisions are based on the best match to those criteria and on the candidate's demonstrated ability to improve programs and staff performance in ways that impact student achievement.

The board develops a job description for the superintendent based on the district's strategic plan and vision, its academic learning standards and other criteria established by the board on behalf of the community. The job description includes all other legal duties of the superintendent, including those imposed by district policies.

The board is responsible for hiring the superintendent.

Cross References:

- (cf.: 1000.2 – Global Executive Constraint)
- (cf.: 1000.2.7 – Emergency Superintendent Succession)
- (cf.: 1000.2.8 – Compensation and Benefits)
- (cf.: 1000.2.9 – Communication and Support to the Board)
- (cf.: 1000.4.2 – Accountability of the Superintendent)
- (cf.: 1000.4.3 – Delegation to the Superintendent)
- (cf.: 1000.4.4 – Monitoring Superintendent Performance)
- (cf.: 1230 – Secretary to the Board)
- (cf.: 5002 – Principal Recruitment and Selection)
- (cf.: 5010 – Equal Employment Opportunity and Nondiscrimination)

Adoption Date:

020820

090615