

SUPERINTENDENT RECRUITMENT AND SELECTION

The Governing Board recognizes that it has a direct responsibility to select and employ the Superintendent. Whenever it becomes necessary for the Board to fill a vacancy in the position of Superintendent, the Board shall work diligently to employ a person whose management and leadership abilities are most closely aligned with District needs.

The Board shall establish and implement a search and selection process that includes consideration of:

1. The District's current and long-term needs, including a review of the District's vision and goals
2. The desired characteristics of a new superintendent, including professional experience educational qualifications, leadership characteristics, philosophy of education, and other management, technical, interpersonal and conceptual skills, as well as the priorities the Board wants to place on different abilities, traits and levels of knowledge
3. The scope of the search, including whether to promote from within the District or broaden the search to include both internal and external candidates and, if external candidates will be considered, whether to conduct a statewide or nationwide search
4. The salary range and benefits to be offered
5. Whether to hire a professional adviser to facilitate the process
6. How and when to involve the community in certain phases of the selection process
7. The best methods for advertising the vacancy and recruiting qualified candidates
8. The process for screening applications and determining how the screener(s) will be selected
9. Interview questions, processes and participants
10. How and when candidates' qualifications will be verified through reference checks
11. Other actions necessary to ensure a fair selection process and a smooth transition to new leadership

Even if a professional adviser is used to facilitate the process, the Board shall retain the right and responsibility to oversee the process and to review all applications if desired.

The Board shall select candidates to be interviewed based on recommendations of the screener(s) and the Board's own assessment of how candidates meet the criteria established by the Board.

The Board shall interview preliminary and final candidates in closed session and determine the most likely match for the District. (Government Code 54957)

Before offering the position to the selected candidate or making any announcements, Board members may visit that candidate's current District, as appropriate, to obtain verification of his/her qualifications.

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The Board shall deliberate in closed session to affirm the selection of the candidate and report out the selection in open session. (Government Code 54957)

The Board shall conduct these proceedings in accordance with legal and ethical obligations regarding confidentiality and equal opportunity.

As necessary, the Board may appoint an interim superintendent to manage the District during the selection process.

Legal Reference:

EDUCATION CODE

220 Prohibition of discrimination
35026 Employment of superintendent by board
35028 Certification
35029 Waiver of credential requirement
35031 Term of employment

GOVERNMENT CODE

11135 Unlawful discrimination
12900-12996 California Fair Employment and Housing Act
53260-53264 Employment contracts
54954 Time and place of regular meetings
5495 7 Closed session personnel matters
54957.1 Closed session, public report of action taken
CALIFORNIA CODE OF REGULATIONS, TITLE 2
7287.6 Terms, conditions and privileges of employment
UNITED STATES CODE, TITLE 29
794 Section 504 of the Vocational Education Rehabilitation Act of 1973
UNITED STATES CODE, TITLE 42
2000d-2000d- 7 Title VI, Civil Rights Act of 1964
2000e-2000e- 17 Title VII, Civil Rights Act of 1964 as amended
2000h-2000h-6 Title LK, 1972 Education Act Amendments
12101-12213 Americans with Disabilities Act
CODE OF FEDERAL REGULATIONS, TITLE 28
35-101-35.190 Americans with Disabilities Act
CODE OF FEDERAL REGULATIONS, 7TTLE 34
100.6 Compliance information
106.9 Dissemination of nondiscrimination policy

Management Resources:

CSBA PUBLICATIONS

Maximizing School Board Leadership: Human Resources, 1996

WEB SITES

CSBA: <http://www.csba.org>

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ACSA: <http://www.acsa.org>

Equal Employment Opportunity Commission. <http://www.eeoc.gov>

Office of Civil Rights: <http://www.ed.gov/offices/OCR>

Department of Fair Employment and Housing: <http://www.dfeh.ca.gov>