

Recruitment and Appointment of the Superintendent

The Board considers foremost among its responsibilities the selection and appointment of a superintendent who can effectively translate into action the policies of the Board and the aspirations of the community. When a vacancy in the superintendency approaches, the Board will conduct an active search to locate the most promising candidate.

The Board shall develop and adopt the standards (candidate qualities and work experience), criteria (application, screening and hiring process) and policy directives (promote from within, state and/or national search) to be used in hiring the superintendent or interim superintendent at a meeting open to the public and at which the public has had an opportunity to comment.

The Board may seek the advice and counsel of interested individuals or of an advisory committee or it may hire consultants to assist in screening candidates and to encourage the filing of applications by professional educators who meet the qualifications. Final selection, however, will rest with the Board after a thorough consideration of qualified applicants.

A yes vote of a minimum of four Board members at a Board meeting for which due notice was given of the intended action will be required for the employment of the superintendent.

END OF POLICY

Legal Reference(s):

[ORS 192.660\(7\)\(d\)](#)
[ORS 332.505](#)
[ORS 342.513](#)
[ORS 342.835](#)