

North Santiam School District

Code: **CBB**
Adopted: 7/01/96
Readopted: 8/11/98; 12/14/17
Orig. Code(s): CBB

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 educational aspirations of the community.

To provide the most capable leadership available for the district, the Board will engage in the type of search for applicants for the position of superintendent as it deems appropriate, whenever a vacancy in that position occurs.

The Board shall develop and adopt the standards (e.g., candidate qualities and work experience), criteria (e.g., application, screening and hiring process) and policy directives (e.g., 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 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 will rest with the Board after a thorough consideration of qualified applicants, to include interviews and possible site visits for specified finalists.

The Board will appoint the superintendent by a majority vote of the Board at a meeting for which notice has been given of that intended action.

END OF POLICY

Legal Reference(s):

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

Cross Reference(s):

CBC - Superintendent's Contract