

# Willamette Education Service District

Code: **CBB**  
Adopted: 7/8/03  
Readopted: 5/11/05; 8/10/10  
Orig. Code(s): None

## Recruitment and Appointment of the Superintendent

The Board shall consider foremost among its responsibilities the selection and appointment of a Superintendent who can effectively translate into action the policies of the Board and the community's aspirations for its schools. To provide the most capable leadership available for the ESD, the Board may engage in a nationwide search for applicants for the position of Superintendent whenever a vacancy in that position occurs.

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.

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

END OF POLICY

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### Legal Reference(s):

[ORS 192.660\(7\)\(d\)](#)  
[ORS 334.225](#)

### Cross Reference(s):

BCH - Consultants to the Board  
CBC - Superintendent's Contract