

Willamina School District 30J

Code: **CBB**
Adopted: 1/09/89
Readopted: 12/13/04; 1/08/18
Orig. Code(s): 2100

Recruitment and Employment of the Superintendent

The Board considers foremost among its responsibilities the selection and employment of a superintendent who can effectively translate into action the policies of the Board and the aspirations of the community for its schools.

The Board shall employ a superintendent for the administration of the district's programs and services, and shall assign the duties to, and hold the superintendent responsible for, the performance of assigned tasks.

To provide the most capable leadership available for the district, 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 (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 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 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

Legal Reference(s):

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

Cross Reference(s):

CBC - Superintendent's Contract/Compensation/Benefits