

## Policy 2120: Superintendent Recruitment And Selection

Status: ADOPTED

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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.

~~{cf. 2000-Concepts and Roles}~~

~~{cf. 2110- Superintendent Responsibilities and  
Duties} {cf. 2111- Superintendent Governance  
Standards}~~

~~{cf. 9000- Role of the Board}~~

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 ~~{cf. 0000- Vision  
{cf. 0100- Philosophy}  
{cf. 0200- Goals for the School District}~~
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. Basic elements to be included in the Superintendent's contract
6. Whether to hire a professional adviser to facilitate the process
7. How and when to involve the community in certain phases of the selection process ~~{cf. 1000- Concepts and Roles}  
{cf. 1220- Citizen Advisory Committees}~~
8. The best methods for advertising the vacancy and recruiting qualified candidates
9. The process for screening applications and determining how the screener(s) will be selected
10. Interview questions, processes and participants
11. How and when candidates' qualifications will be verified through reference checks ~~{cf. 4112.5/4312.5- Criminal  
Record Check}~~
12. 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)

The selected candidate shall hold both a valid school administration certificate and a valid teacher's certificate. The Board may waive any credential requirement, but shall not employ a person whose credential has been revoked by the Commission on Teacher Credentialing pursuant to Education Code 44421-44427. (Education Code 35028, 35029, 35029.1)

The Board shall not employ a Superintendent who does not meet the minimum qualifications listed by the Board in its posting of the posting. Those minimum qualifications will include experience in fiscal oversight of a district with the size and complexity of the PRJUSD. The employment contracts for both the Superintendent and Assistant Superintendent, Business Services, will include specific language permitting the Board to terminate the contracts of each should the district fall into negative certification with the San Luis Obispo County Office of Education.

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.

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

~~(cf. 2121—Superintendent's Contract)~~

~~(cf. 9321—Closed Session Purposes and Agendas) (cf. 9321.1—Closed Session Actions and Reports)~~

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

~~(cf. 4030—Nondiscrimination in Employment)~~

~~(cf. 4031—Complaints Concerning Discrimination in~~

~~Employment) (cf. 4032—Reasonable Accommodation)~~

~~(cf. 4111.2/4211.2/4311.2—Legal Status Requirement)~~

~~(cf. 9011—Disclosure of Confidential/Privileged Information)~~

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

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