

## **RECRUITMENT AND APPOINTMENT OF SUPERINTENDENT**

In order to provide the most capable leadership available for this school district, the School Board will engage in a thorough search for applicants when a vacancy occurs in the position of Superintendent of Schools. The services of consultants and professional staff may be engaged to assist in screening candidates to be interviewed by the School Board.

Although the School Board may seek the advice of consultants in selecting a superintendent, the final selection shall rest with the School Board after a thorough consideration of qualified applicants.

Final appointment of a new Superintendent will be made at an open meeting of the School Board. A majority vote of the entire School Board will be required for selection. Upon election, the School Board will submit the new Superintendent's name to the commissioner of Education and Cultural Services for approval.

State law requires that a superintendent be appointed for a term fixed by the School Board, not to exceed five years.

The following procedures will be observed in the recruitment and selection of a superintendent:

1. Applicants will be sought from qualified candidates.
2. All applications will be opened by the School Board chairperson.
3. All applications will be kept in a confidential file.
4. Acknowledgements of applications will be sent to all candidates.
5. The Board will meet in executive session to review the applications.

**ADOPTION DATE: JUNE 19, 1989**

**EFFECTIVE DATE: JUNE 19, 1989**

**SANFORD SCHOOL DEPARTMENT**