

RECRUITMENT OF SUPERINTENDENT

Selection of a Superintendent is a task of paramount importance for a Board of Directors. To ensure that the candidate chosen for the position has the qualifications and attributes needed to provide effective, visionary leadership to the RSU, a thorough search shall be conducted.

Throughout the Superintendent search, it is imperative that all those concerned with the hiring of the new Superintendent maintain confidentiality. Title 20-A, Section 6101.2 [1] of Maine State law strictly requires that information in any form, including the identity of any applicant for a school position, shall be kept confidential.

Before beginning the process, the Board shall determine whether the services of a consultant (such as can be provided by MSMA) is to be employed and to what extent the consultant is to be used.

In order to prepare a leadership profile and proposed terms of employment, a Board Search Committee shall survey staff and community views on needed Superintendent qualities, review the current Superintendent job description, and the RSU's goals and objectives.

The committee shall review all completed applications and select candidates for an initial round of interviews by an enlarged committee in which students and community members shall be represented. This committee shall recommend candidates to the Board for further interviews.

The entire Board shall interview these final candidates and make the ultimate decision on employment. Appointment of a Superintendent and approval of the employment contract will be made at a public meeting.

Legal reference: MRSA 20-A, § 6101

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