Bartlett City Board of Education		1031
Descriptor Term: **RECRUITMENT AND SELECTION OF SUPERINTENDENT**	Descriptor Code: **Board Operations**	Issue Date: **11/13/2014**
	Rescinds:	Revised:

When a vacancy occurs, the appointment of a Superintendent is a function of the Board.[1] The Board is responsible for finding the person it believes can most effectively translate into action the policies of the Board and the goals of the community and the professional staff.

The Board may employ a consultant to advise and assist the Board in the search and selection process. However, final selection shall rest with the Board after a thorough consideration of qualified applicants. An interim Superintendent appointed during the time of a search shall not become a candidate unless the Board expressly permits such inclusion in the selection procedures. A board member may not apply for or in any other way be considered for the position of Superintendent.[2]

If the Board chooses to conduct a search to fill the position, the Board shall initially develop the following:

1. A job description
2. A timeline
3. A process for accepting and reviewing applications
4. Selection procedures which shall include, but not be limited to, the following:[3]
   A. The Board may invite the community, including Board employees, to participate in the process of selecting a Superintendent. Resumes of persons interviewed by the Board shall be available for public inspection.

   B. The interview process for each finalist shall include an interview with the entire Board.

   C. Candidates shall be interviewed by the Board in an open session. Only Board members will be allowed to ask questions during the interview.

   D. The Board shall attempt to select a Superintendent by unanimous vote, but a two-thirds vote of the membership of the board shall be required for the appointment of a Superintendent.

[1] T.C.A. §49-2-203(a)(14)
[2] T.C.A. §49-2-203(a)(1)(D)
[3] T.C.A. §49-2-203(a)(14)(B)