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RECRUITMENT AND SELECTION OF SUPERINTENDENT

In event of a vacancy in the office of the Superintendent of Schools, the following policy will be followed:

The Webster School Committee will review its policies with reference to desired qualifications and position description as well as level of salary and benefits.

The School Committee will take special care to assess the needs of the school system with reference to change and stability. Change, movement, and progress may be in order for the immediate future. On the other hand, the school system may have need for a period of stability with a slower pace of change. In large measure, a superintendent sets the tone and pace of educational improvement for the school system.

The School Committee may proceed in one of three ways: appoint a sub-committee to act as a search committee; use the whole Committee as a search committee, or secure expert assistance to conduct the search process and submit the names of a limited number of applicants for interview.

Those responsible for carrying out the search for a new superintendent are reminded of the steps involved in the process: preparing a presentable and attractive notice of vacancy; publishing the notice of vacancy within and outside the school system; securing applications and credentials of applicants; screening applicants down to a manageable number for interviews and visitations; negotiation of terms; and selection.

If at all possible, selection of a new superintendent should be by unanimous vote of the School Committee. Should this not be possible, selection may be made by a two-thirds vote of the School Committee.