

SCHOOL SUPERINTENDENT - RECRUITMENT & APPOINTMENT

The Board will employ a superintendent to serve as the CEO of the Board to conduct the daily operations of the school district, and to implement board policy with the power and duties prescribed by the Board and the law.

The Board will consider applicants that meet the standards set forth by the Department of Education and the qualifications established in the job descriptions for the superintendent position. In employing a superintendent, the Board will consider the qualifications, credentials, and records of the applicants without regard to race, color, creed, religion, sex, national origin, age, sexual orientation, gender identity or disability. In keeping with the law the Board will consider veteran status of the applicants.

Recruitment

In order to provide the most capable leadership available for this school district, the Board of Education will engage in a broad search for applicants for the position of Superintendent of Schools. The service of consultants may be engaged to assist in screening candidates to be interviewed by the Board. The consultants, if used, are to use their contacts with professional educators to encourage the filing of applications. In addition, residents of the community are requested to notify potential applicants of this position vacancy. Employees of the district may apply directly to the Board and will be granted an interview without screening by the consultants.

The ten criteria which follow and which are all of equal importance will be used by the Board in making the final appointment.

1. An educator with a least ten years of administrative and teaching experience.
2. An administrator with proven expertise in staff leadership and development, capable of directing Maquoketa Valley's affairs with initiative and efficiency in a fair, firm and decisive manner.
3. A person dedicated to the achievement of superior educational objectives and of creating and maintaining an atmosphere of understanding within the schools that will make possible the achievement of basic educational skills by all students.
4. An educational leader with demonstrated ability to communicate effectively and sensitively with all parts of the community, the staff, and the Board concerning the welfare and education of children.
5. A person skilled in implementing non-discriminatory personnel policies with the objective of obtaining the most qualified staff members for the district.

6. A person who will regard the acceptance of the superintendency of Maquoketa Valley as a commitment to equal educational opportunity for all children, including those with special educational needs.
7. A person who will develop close relationships with all principals and administrative staff in the execution of all policies established by the Board.
8. A person with proven expertise in staff leadership based on a firm commitment to the inclusion of staff in goal establishment, long-range planning and decisionmaking.
9. A person with demonstrated ability to understand and interpret the complexities of school finance.
10. A person with an appreciation of the need to improve the articulation and communication between this district and all other educational institutions in the community.

Appointment:

The Board of Directors may appoint the Superintendent of Schools for a term of one, two or three years. However, the Board's initial contract with a superintendent shall not exceed one year if the Board is obligated to pay a former superintendent under an unexpired contract.

LEGAL REFERENCE: Code of Iowa, Chapters 279.20
Iowa Administrative Code 3.4(9); 15.28

DATE OF ADOPTION: October 11, 1989

DATE OF REVISION: October 17, 2011