

5.60.017-P Community Involvement in Principal Selection and Assignment

I. General Policy on Community Involvement in Principal Selection

- (1) The selection of principals is a critical decision in determining the success of each school, including the capacity of the school to meet its school improvement goals and the strategic objectives of the district. Procedures will be established to involve stakeholders in decision-making in order to produce the best outcome. This policy is not intended to limit the ability of the district to fill vacant positions in a timely manner with the most qualified candidates.

II. Developing Selection Criteria

- (1) When a school principal vacancy is identified, the superintendent or designee and a human resources administrator will confer with representatives of the school community, including teachers, parents, community members and students. Collaboration between district administrators and the school community will result in advice on important selection criteria, including the critical knowledge, skills, abilities and characteristics to include in the screening and selection of principal candidates.
- (2) Final approval and posting of the selection criteria is the responsibility of the superintendent and the executive director of the Human Resources Department.

III. Selection Policies

- (1) Procedures will provide meaningful participation in the principal selection process by representatives of the school community and district administrators. The school community includes staff, parents, community members and students. Procedures must be also consistent with district personnel policies and state and federal law, including confidentiality.
- (2) The superintendent has responsibility for all hiring and assignment decisions, and will carry out that responsibility after consideration of the recommendations of representatives of the school community. There should be flexibility in the application of procedures to allow for extenuating circumstances. However, in all cases meaningful dialogue with the school community will be maintained.

Legal References:

History: Adpt 5/21/01, BA 1875