

Lakeland Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Superintendent Recruitment and Selection	Descriptor Code: 5.801	Issued Date: 05/11/15
		Rescinds: 5.801	Issued: 04/13/15

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

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

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

- 11 • a job description
- 12 • a timeline
- 13 • a process for accepting and reviewing applications
- 14 • selection procedures which shall include, but not be limited to, the following:³

15 1. The Board may invite the community, including board employees, to participate in the process
16 of selecting a superintendent. Resumes of persons interviewed by the Board shall be available in
17 the central office for public inspection.

18 2. The interview process for each finalist may include meetings with various staff and community
19 groups. Each finalist shall interview with the entire board.

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

22 4. The Board shall attempt to select a superintendent by unanimous vote, but a simple majority vote
23 of the membership of the board shall be required for the appointment of a superintendent.

Legal References

1. TCA 49-2-203 (a)(14)
2. TCA 49-2-203 (a)(1)(D)
3. TCA 49-2-203 (a)(14)(B)