



## **SD42 POLICY: 7201**

### **RECRUITMENT AND SELECTION OF DISTRICT LEADERSHIP PERSONNEL**

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#### **PHILOSOPHY**

The Board of Education ("Board") believes that the recruitment and selection of district leadership personnel is a shared responsibility between the Board and the Superintendent of Schools ("Superintendent").

The Board's objective is to consistently hire and retain employees who have a desire for excellence and to ensure that our recruitment and selection practices are viewed as fair and professional to both current employees and external candidates.

The Board wants to enable all employees to reach their potential insofar as this is possible within the organization's objectives. Since each appointment is viewed as a key decision, the organization will view skills, knowledge, and ability as the major factors in selecting individuals for all district leadership vacancies.

#### **ROLES AND RESPONSIBILITIES**

The Board serves a governance role in the recruitment and selection of personnel, and is responsible for setting policy and providing oversight to the process.

The Superintendent is responsible for developing specific recruitment, selection, and assignment procedures for the implementation of this Board policy.

#### **AUTHORITY**

The Board has the sole authority to recruit and select an individual for the position of Superintendent.

The Superintendent is delegated full authority to recruit and select staff for all other district leadership positions, including Principals and Vice-Principals.

The Superintendent is delegated full authority to make all decisions regarding the term and/or continuing appointments of all district leadership staff.

At the recommendation of the Superintendent the Board shall ratify the appointments of the following district leadership positions: Secretary Treasurer, Deputy Superintendent, Assistant Superintendents, Directors, Principals and Vice-Principals.

**APPROVED: June 26, 2013**

**UPDATED: April 16, 2025**