

1 **Browning Public Schools**

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3 **Policy #2105**

4 Policy Name: *Recruitment of Superintendent*

5 Regulation: -----  
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7 In order to provide the most capable leadership available for School District No. 9, the Board of  
8 Education will engage in a search for applicants for the position of superintendent of schools in a  
9 method characterized by exceptional standards and high expectations. The services of consultants  
10 may be engaged to assist in screening candidates to be interviewed by the Board. Employees of the  
11 district may apply directly to the Board and will be granted an interview providing they meet the  
12 qualifications established by the Board.  
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14 The following criteria will be used by the Board in employing the most acceptable candidate to the  
15 District:  
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- 17 1. An educator, with at least five years of administrative *and* teaching experience, who qualifies  
18 for Montana Superintendent’s endorsement.
- 19 2. An administrator with proven expertise in staff leadership and development, capable of  
20 directing the District’s affairs with initiative and efficiency in a fair, firm and decisive  
21 manner;
- 22 3. A person dedicated to the achievement of superior educational objectives and of creating and  
23 maintaining an atmosphere of understanding within the schools that will make possible the  
24 achievement of basic educational skills by all students;
- 25 4. An educational leader with demonstrated ability to communicate effectively and sensitively  
26 with all parts of the community, the staff, and the school board concerning the welfare and  
27 education of children;
- 28 5. A person skilled in implementing nondiscriminatory personnel policies with the objective of  
29 obtaining the most qualified staff members for the District;
- 30 6. An educator who will regard the acceptance of the superintendency of the District as a  
31 commitment to equal educational opportunity for all children, including those with special  
32 educational needs;
- 33 7. A person with proven expertise in staff leadership based on a firm commitment to the  
34 inclusion of staff in goal establishment, long range planning and decision making;
- 35 8. An educational leader with demonstrated ability to understand and interpret the complexities  
36 of school finance.  
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39 **Cross Reference:** 2106 Superintendent’s Contract  
40 2107 Evaluation of the Superintendent  
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42 **Legal Reference:** 20-4-401, MCA Appointment and Dismissal of District Superintendent  
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45 **Policy History:**  
46 Adopted on: 1/12/99  
47 Revised on: