



SUPERINTENDENT SEARCH DISCUSSION

SITUATION

On April 1, 2016 Superintendent Jeff Rose provided a written resignation to the Beaverton School District, effective June 1, 2016. The School Board is grateful for his work in the District and now begins the process to hire a new Superintendent.

BACKGROUND INFORMATION

Board Policy – CBB governs this work. The policy specifies that the Board must develop and adopt the standards, criteria, and policy directives that will be used in hiring and that this work will be done in a meeting open to the public and at which the public has an opportunity to provide comment. This aligns to the limited guidance provided in state statute. It is clear that these steps must be taken for both an interim hire as well as the permanent hire. The policy allows the Board to seek advice both internally and externally and to hire consultants to assist in screening or soliciting applicants. Final selection of either the interim or the permanent Superintendent rests with the Board after a demonstrated consideration of the qualified applicants (based on the criteria set out in the aforementioned public meeting). The appointment must take place in a public meeting and by a majority vote.

RECOMMENDATION

- The Board should discuss the options for proceeding with the Superintendent hiring process. Issues for initial consideration include:
 - Shall the Board seek to hire a search firm to assist with the hiring process?
 - Shall the Board commence with a search process with the intention of hiring a permanent Superintendent as soon as possible or work on the assumption of hiring a long-term interim Superintendent?
 - In developing a hiring process, what are the Board's preferences for method of obtaining staff and community input? In addition to required public comment, options include surveys, listening sessions and one-on-one interviews. A search firm typically assists with gathering public input.

District Goal: WE empower all students to achieve post-high school success.

The Beaverton School District recognizes the diversity and worth of all individuals and groups. It is the policy of the Beaverton School District that there will be no discrimination or harassment of individuals or groups based on race, color, religion, gender, sexual orientation, gender identity, gender expression, national origin, marital status, age, veterans' status, genetic information or disability in any educational programs, activities or employment.