

# Phase IV: Selecting the New Superintendent

- Conduct initial structured interviews (B)
- Compile results and use the ratings and other observations to identify applicants for second interviews. (B)
- Conduct additional reference checks, expand internet search, and complete comprehensive background checks (C)

# Selecting A Superintendent

**David S.G. Carter, Thomas E.  
Glass, Shirley M. Hord**



## Selecting A Superintendent:

**Selecting a Superintendent** Public Education Association of the City of New York,1970      Superintendent Search and Selection Processes in the State of Wisconsin Lisa Olson,2012 Local school boards have the responsibility to select school superintendents to lead their districts The process by which school boards go about searching for and selecting a superintendent varies In Wisconsin school boards have the option to hire a search firm or other outside assistance or they can choose to search for and select a superintendent on their own Wisconsin Association of School Boards 2010 School districts in Wisconsin currently utilize all of these options Little data exists in analyzing the search and selection processes of a superintendent after the superintendent has been employed in the district and the match it provided The purpose of this study was to provide public school districts in Wisconsin guidance in choosing a search and selection process which provides the best match between a school district and a superintendent This study was important as it examined and interpreted processes to replace superintendents and the success factors associated with these processes in Wisconsin      **On Selecting a Superintendent of Schools** American Association of School Administrators,1962      Superintendent Search and Selection Practices in the State of Missouri Scott W. Patrick,2006 Local school boards have the responsibility to select school superintendents to lead their districts The process by which school boards go about searching for and selecting a superintendent varies In Missouri school boards have the option to hire a search firm MSBA MASA MSSC etc or other outside assistance or they can choose to search for and select a superintendent on their own This study was conducted to establish how superintendent search and selection procedures were being utilized in the state of Missouri The study also attempted to distinguish between Missouri school boards that utilize superintendent search firms or conducted a search on their own and whether the boards were satisfied with their selection The purpose of this study was to describe and analyze current superintendent search and selection practices utilized by public school boards and their perceived effectiveness in the state of Missouri The study examined superintendent search criteria and attempted to determine what impact school district enrollment school district location school district wealth superintendent gender superintendent turnover rate and superintendents possessing a doctorate had on the superintendent selection process The study also attempted to show how school board members perceptions differed according to school district enrollment school district location school district wealth superintendent gender superintendent turnover rate and superintendents possessing a doctoral degree as related to superintendent search criteria This study found that the majority of school board respondents in Missouri selected their superintendent as opposed to hiring a search firm to complete the search and selection process An overwhelming majority of school board member respondents who conducted their own searches believed their search and selection procedures were effective Those boards that utilized search firms were also satisfied with the results of the search selection process Findings also suggest the variables of school district enrollment location school district wealth superintendent turnover rate

superintendent gender and superintendents possessing a doctoral degree when coupled with the selection criteria and knowledge and skills used in the selection process had varying degrees of impact on the superintendent search and selection process. This study may have implications for practitioners in the state of Missouri and elsewhere regarding future superintendent search and selection practices and their effectiveness.

*Selecting, Preparing And Developing The School District Superintendent* David S.G. Carter, Thomas E. Glass, Shirley M. Hord, 2013-11-05

Growing discontent with the performance of educational institutions is common in the USA today and little is being done to address the real problem that of the need to reform and restructure the entire educational system. A key issue in this reform is the training and development of leaders in educational administration as experienced leaders retire so new professionals are called to assume the mantle of the old hands and vital new opportunities exist for those willing to take up the challenge. This vitally practical text is about the selection preparation and professional development of aspiring school leaders over the course of their careers concentrating on ways to increase their overall effectiveness particularly in changing times. It looks at changes that have been made and considers what can be adapted from existing systems in order to make radical improvements for those in leadership positions. It is intended for use by postgraduate students in education teacher trainings heads of education faculties and teachers in leadership positions school board members and aspirant superintendents.

Selecting a Superintendent American Association of School Administrators, 1979

**Recruiting and Selecting a Superintendent, as Viewed by a School Board President** Nancy F. Harris, 1977

Criteria Used by School Boards in the Selection of a Superintendent Mary Agnes Horkan, 1986

**Selecting a School Superintendent** American Association of School Administrators, 1968

*Factors School Boards Consider when Selecting a Superintendent* Randall D. Gilson, 2003

**Selecting, Preparing And Developing The School District Superintendent** David S.G. Carter, Thomas E. Glass, Shirley M. Hord, 2013-11-05

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**Superintendent Search and Selection Process for Great City School Boards** Council of the Great City Schools, Washington, DC., 2006

The most important responsibility of any Board of

Education is the selection of its Superintendent of Schools The Council of the Great City Schools compiled this document to assist its member school boards in beginning the search for a new superintendent Many models exist for conducting a search in urban schools a basic and generic one is presented in this document with text arranged in a question and answer format for ease of use Considerations discussed include 1 Starting the search for a new superintendent 2 Deciding to use and locating a search firm 3 Not using a search firm 4 Specific services of a search firm or consultant 5 Defining candidate characteristics 6 Process to evaluate screen and select finalists 7 Use of an external Advisory Committee and defining its role 8 Appropriate roles and responsibilities of the involved parties 9 Finding candidates 10 Attracting nontraditional candidates 11 Cost of a typical superintendent search 12 Typical timeline for selecting a superintendent 13 Major search firms across the country and 14 Search firms recently used by other major cities      Effective Superintendent-School Board Practices Rene S. Townsend, Gloria L. Johnston, Gwen E. Gross, Peggy Lynch, Lorraine Garcy, Benita Roberts, Patricia B. Novotney, 2006-09-14 Superintendents and board members are provided real life vignettes highlighting challenges and successes information on building relationships and managing conflict and reflective practice questions and self assessment

*Suggested Guidelines for Local Boards of Education in Selecting a Superintendent of Schools* Iowa. Department of Public Instruction, 1973      Selection and Appointment of Teachers Walter Sylvanus Deffenbaugh, William Henry Zeigel, 1933

Selecting the Superintendent New York State School Boards Association, 1979      *School Board Presidents' Perceptions of the Superintendent Selection Process* Robert A. Rasmussen, 2013 Abstract School districts face enormous challenges with recent reductions in fiscal resources due to cuts in California's state budget and an average tenure for a school superintendent of only 3 years School boards are challenged to find a leader who can address the needs of the school district during these difficult times As numerous school superintendents are retiring and a new generation of educators is applying for key positions in educational leadership it is important to better understand the perceptions of school board presidents who have experience in selecting a school superintendent This study explored the perceptions of the superintendent selection process of five participating school board presidents The participants in this study shared their perceptions of the superintendent search process and selection criteria perceptions on the most important leadership characteristics desired in a superintendent and perceptions in the standards used to measure leadership in the candidates selected as superintendent The findings revealed several components of the selection process that will serve school boards in evaluating the best strategy for them in conducting the superintendent search When school boards embark on the process of selecting a superintendent their actions become very public and ultimately reflect on how they view community involvement and input into on going district leadership As a result a well defined plan of action will reflect well on the school board build community trust and set the stage for a positive transition to new leadership at the superintendent level The assertion that selecting a superintendent may very well be the school board's most important duty of action it is imperative that such a process be

articulated and integrated within the scope of district need and community involvement      **Selecting, Preparing, and Developing the School District Superintendent** David S. G. Carter, Thomas E. Glass, Shirley M. Hord, 1993-01 Growing discontent with the performance of educational institutions is common in the USA today and little is being done to address the real problem that of the need to reform and restructure the entire educational system A key issue in this reform is the training and development of leaders in educational administration as experienced leaders retire so new professionals are called to assume the mantle of the old hands and vital new opportunities exist for those willing to take up the challenge This vitally practical text is about the selection preparation and professional development of aspiring school leaders over the course of their careers concentrating on ways to increase their overall effectiveness particularly in changing times It looks at changes that have been made and considers what can be adapted from existing systems in order to make radical improvements for those in leadership positions It is intended for use by postgraduate students in education teacher trainings heads of education faculties and teachers in leadership positions school board members and aspirant superintendents      Jsl Vol 3-N3 JOURNAL OF SCHOOL LEADERSHIP, 1993-05-01 The Journal of School Leadership is broadening the conversation about schools and leadership and is currently accepting manuscripts We welcome manuscripts based on cutting edge research from a wide variety of theoretical perspectives and methodological orientations The editorial team is particularly interested in working with international authors authors from traditionally marginalized populations and in work that is relevant to practitioners around the world Growing numbers of educators and professors look to the six bimonthly issues to deal with problems directly related to contemporary school leadership practice teach courses on school leadership and policy use as a quality reference in writing articles about school leadership and improvement      **The Appointment of Teachers in Cities** Frank Washington Ballou, 1915

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