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LBC

READING SCHOOL COMMITTEE

POLICY ON PROCESS FOR SELECTING A SUPERINTENDENT OF SCHOOLS

The Superintendent of Schools is the educational leader of the Reading Community. The choice of Superintendent sets in place the direction of Reading's educational programs for years into the future. Accordingly, when a vacancy occurs, the advice and recommendations of the public -- citizens, staff, parents and students shall be sought by the Reading School Committee as it goes about the process of selecting a Superintendent of Schools.

Advice from the public shall be sought. The Reading School Committee will hold an advertised public hearing or hearings at which those who wish to be heard can discuss the school system needs, the philosophy of education the next leader should espouse, and what special expertise is valuable. The School Committee will also accept written communications.

The School Committee will use this information in reviewing the Superintendent of School's written role description and performance evaluation criteria so as to decide on a current statement of employment expectations for the new Superintendent.

The Reading School Committee will appoint a Screening Committee to help it evaluate the large number of candidates who present themselves. This Screening Committee will be advisory to the School Committee. The purpose of the Screening Committee will be to review credentials and carry out preliminary interviews. A total of six candidates will

be presented to the School Committee for consideration as finalists for the position. The School Committee can ask the Screening Committee to supply additional finalists as needed. The Screening Committee shall consist of 8 members, four of which will be educators and four citizens not educators. An effort will be made to get a cross section of parents, educators from the school system, educators who reside in the community, and others. Two members of the School Committee will be designated as non-voting liaison members to facilitate communications between the Screening Committee and the School Committee.

All meetings of the Screening Committee will be conducted under open meeting and public records rules applying to governmental bodies.

The School Committee may also choose to use the services of a consultant on Superintendent recruitment.

The School Committee will interview all finalists during open meetings of the Reading School Committee and may elect to allow questions from the audience.

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Approved December 7, 1987.

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