

Hiring

SELECTION FACTORS

The Superintendent/designee shall screen applicants based on the following factors:

1. Certification (when required for the position)
2. Educational background
3. Previous work experience
4. Recommendations
5. Personal characteristics exhibited during the interview process:
 - a. Ability to communicate
 - b. Ability to work cooperatively with others
 - c. Applicant's educational philosophy
 - d. Knowledge of work area or subject matter
6. Results from required testing
7. Results from criminal records checks, as required

EMPLOYMENT

For SBDM schools, hiring shall follow statutory guidelines and the provisions of Policy 02.4244, and the Superintendent shall complete the hiring process. Decisions on Central Office and District-wide personnel shall be made by the Superintendent/designee. The Superintendent shall inform the Board of the appointment of all personnel.

The superintendent will be notified of a hiring recommendation via e-mail or written statement identifying the recommended employee including a summary of the job search including:

	White	African-American	Asian	Hispanic	American – Indian	Other
Total number applicants						
Received 1 interview - hired						
Multiple interviews - hired						
1 interview – not hired						
Multiple interviews – not hired						
1 interview – declined position						
Multiple interviews – declined positions						
Minority out of state applicants						