

There are two relevant school committee policies that the administration will follow:

GCBB - EMPLOYMENT OF PRINCIPALS

GCF - PROFESSIONAL STAFF HIRING

The district intends to post each principal opportunity individually, although it might post for multiple opportunities under a generic posting, i.e., elementary principal or middle school principal or high school principal. We will post on our website and on SchoolSpring. We anticipate postings to go up at or around the February break after principals have notified school communities of their intents to retire.

The Human Resources Department screens the applications submitted by the candidates for licensure and passes the licensed candidates to the superintendent for her review. She chooses candidates for a representative committee to meet. Regardless of whether the posting is school-specific or a single posting by level, the committee consists of parents and staff from the schools that will be seeking principals. For example, last year we met candidates that were under consideration for two schools and representatives from both schools participated in the meetings together. These committee members are chosen through the Site Council, although in some schools with very active PTA the parents might be chosen through the PTA. The committee members are often parents but the Site Council can choose any of its members. The superintendent also appoints committee members based upon the needs of a school. For example, a school that houses many specialized programs for students on IEPs would have representatives on the committee who can assess candidates' responses through the lens of ensuring FAPE (Free Appropriate Public Education) for the range for students in the school. She also appoints current principal(s) and district-based instructional leaders.

After the committee meets with the candidates the committee members participate in a facilitated discussion about each of them and his/her strengths and weaknesses for the particular principalship under consideration. The information from that discussion is shared with the superintendent; and, she will invite selected candidates to a second meeting to discuss more specifically the particular school, its needs, and the candidate's assessment/vision for the school.

At this time, we are aware that there will be an opening at Sullivan Middle School..