



NMSBA School Board Superintendent Search Training Module

A Key Work of School Boards Initiative

Sponsored by the New Mexico School Boards Association

Background

New Mexico school boards face one of the most important decisions they will make when a superintendent is departing: how do we search for the superintendent's successor? Since the superintendent is the only employee the board hires directly this process can appear daunting, particularly if a majority of the board the board has not been through a search process previously. A well conducted search which brings a quality replacement to the superintendent's office is a complex process requiring careful and thoughtful planning on the part of the board.

The NMSBA offers a one-hour training module for interested school boards to help member boards clearly understand the major issues related to conducting a superintendent search and to help them make their own decisions about the search process. The training module is predicated on the following assumptions:

- Searching for your superintendent is one of the more important tasks a board can undertake.
- The board has a range of options that should be aware of as they contemplate the search process.
- A superintendent search to be effective must become a process which is created by and owned by the board.
- Searching for your superintendent should be in accord with a well-developed plan approved by the board.
- An effective superintendent search process has a set of critical components which make it effective.
- The school board can create an effective plan to search for a new superintendent by being aware of these key components.
- A well designed and implemented superintendent search process can increase the probability of a longer and more effective tenure for the new superintendent.

The NMSBA Superintendent Search Process Training Module

The training module is offered to NMSBA members at no cost and provides an interactive review of the follow components of school board superintendent search processes. The module which is delivered live via GoToMeeting introduces the board to the key components of a good superintendent search plan. These elements include:

- The range of options before a board as a search proceeds.
- How the board identifies the key constituencies to be involved in the search process.
- How the board identifies the criteria they desire in the new superintendent.
- How the board can ultimately make the final decision.
- How the board can negotiate the best terms as the board undertakes the final selection.
- How the board can create an effective induction of the new superintendent, one which ties in the superintendent evaluation process.

Scheduling the Training Module

The NMSBA Superintendent Search Training Module may be requested by calling or emailing Dr. Hugh Prather (505) 321-1467 or hugh.h.prather@gmail.com. He will schedule a mutually convenient time to deliver the module and work with your district's technical staff to test the GoToMeeting setup well in advance of the session.

Additional Support

The training module is made available on a no cost basis to all NMSBA member districts. If additional technical support for the superintendent search process is needed, this support can be individually negotiated through the NMSBA Executive Director, Mr. Joe Guillen. He has a range of support resources available to assist districts in the superintendent search process.