

OAKLAND UNIFIED SCHOOL DISTRICT
Board Policy

BP 4500

Personnel

Principal Selection

The Governing Board recognizes the complexities of principal selection and the need to recruit leaders of the highest caliber to meet District goals. The Board expects the selection process to be rigorous and thorough, and consistent with this policy, to include a significant role for each school site community in selecting their principal.

The principal selection process in Oakland Unified School District shall be consistent with the overarching District's strategic direction and the vision, goals, priorities and core values ~~of the district as~~ established by the Board of Education, which are including Achievement, Accountability, and Equity.

These values inform the following principles which shall be at the foundation of the principal selection process:

1. OUSD is committed to seeking a diverse pool of effective and strategic instructional and operational school leaders representative of the community as a whole;
2. The OUSD Leadership Competencies form the basis for determining candidates' readiness to assume site-level leadership;
3. Local sites (community, staff, students) have authentic input in this process, including direct participation by a site-based principal selection recommendation committee (PSCPRC);
4. District leadership and principal selection recommendation committees work in partnership with one another, marked by ongoing communication and mutual support;
5. The Superintendent makes the final selection;
6. The principal selection process is consistently applied across schools, clearly articulated, and transparent.

The Principal Selection Process

The principal selection process will consist of three major components:

1. The development of a strong eligible candidate pool, conducted by district staff, which involves application screening, initial interviews with district leadership, and a performance-based interview process;
2. A community-driven school site-based matching process which engages the school community in identifying desired characteristics of the new principal and in electing a representative principal selection recommendation committee to interview candidates from the eligible candidate pool and ultimately select three finalists for recommendation to the Superintendent;
3. Final selection made by the Superintendent, ensuring that the selected candidate has the knowledge, disposition and skills required to be an effective principal in OUSD.

Principal Selection Process – Exception

For strategic or budget reasons, in exceptional circumstances, and on a case by case basis, the Superintendent may recommend to the Board of Education an exception to the Principal Selection Process required by this policy. If the Board of Education approves the recommended policy exception, after the principal appointment is made by the Superintendent and ratified by the Board, the Superintendent or his designee shall meet with the Principal Recommendation Committee at the school site to introduce the principal appointed by the Superintendent and for the committee to discuss the school's goals and priorities with the newly appointed principal. If no Principal Recommendation Committee had been appointed, the Superintendent or his/her designee shall meet with the school community to introduce the principal appointed by the Superintendent and to discuss the school's goals and priorities with the newly appointed principal.

The Superintendent shall ensure that all aspects of the selection process were consistent with California Education code requirements and the District's contractual collective bargaining agreement obligations.

3/11/09; 5/12/10A (Effective July 1, 2010)