

Pulaski Community School District Superintendent Search FAQs (Updated January 28, 2016)

What type of search is the district conducting for a superintendent?

The Board of Education committed to the Pulaski Community to begin conducting a superintendent search in November. The board is fulfilling that commitment through an application process open to all qualified candidates, both internal and external. Conducting a thorough search among available candidates will provide assurance to all stakeholders that the best-qualified candidate will be chosen for the superintendent position.

What is the timeline for the search and hiring process?

The Board of Education is following a timeline that will begin the process in November and which anticipates completion by early March. If necessary, this timeline may be modified as circumstances dictate. Applicants for the position and the general public will be made aware of this timeline and any changes to it.

Will community stakeholders have a role in the search process?

Yes. The community had an initial opportunity to provide input through a survey. These survey results were used by the board in formulating the interview questions it will ask of candidates. Additionally, a committee comprised of district employees and community residents will be created and will have the opportunity to interview first-round candidates and provide feedback to the board. Finally, the public will have the opportunity to hear from second-round finalists in a Q&A session, with questions selected from the community survey.

What contract will be offered to a prospective superintendent?

As is always the case with the hiring of a district superintendent, contracts are negotiated between the Board of Education and the candidate. The contract is public once approved.

What is the district looking for in a superintendent?

The ideal candidate must not only possess the skills required for any school superintendent to be effective, but must also understand and demonstrate the unique personal skills needed to be successful in our community-focused school district. The qualifications for Pulaski Community School District Superintendent were collaboratively developed with this in mind.

Are district personnel involved in the selection process?

No. In order to preserve the candidacy of any current district employee who may apply for the position, the board of education will take direct responsibility for the process. No information will be provided to internal candidates that is not also provided to external candidates.

Why does the superintendent search item appear in both open and closed sessions on the Board of Education meeting agendas?

In accordance with Wisconsin open meetings laws, most discussions involving employment matters are conducted in closed session. However, open sessions will be used to keep the public informed about the superintendent search process, to the extent that information can be legally provided.