**Administration** BP 2120(a)

**EXECUTIVE DIRECTOR RECRUITMENT AND SELECTION**

The Governing Board recognizes that it has a direct responsibility to select and employ the Executive Director. Whenever it becomes necessary for the Board to fill a vacancy in the position of Executive Director, the Board shall work diligently to employ a person whose management and leadership abilities are most closely aligned with College and Career Advantage (CCA) Regional Occupational Program (ROP) needs.

*(cf. 2000 - Concepts and Roles)*

*(cf. 2110 – Executive Director Responsibilities and Duties)*

*(cf. 2111 – Executive Director Governance Standards)*

*(cf. 9000 - Role of the Board)*

The Board shall establish and implement a search and selection process that includes consideration of:

1. The CCA's current and long-term needs, including a review of CCA's vision and goals.

*(cf. 0000 - Mission/Vision)*

*(cf. 0100 - Philosophy)*

*(cf. 0200 - Goals for CCA)*

2. The desired characteristics of a new Executive Director, including professional experience, educational qualifications, leadership characteristics, philosophy of education, and other management, technical, interpersonal and conceptual skills, as well as the priorities the Board wants to place on different abilities, traits and levels of knowledge.

3. The scope of the search, including whether to promote from within CCA or broaden the search to include both internal and external candidates and, if external candidates will be considered, whether to conduct a statewide or nationwide search.

4. The salary range and benefits to be offered.

5. Whether to hire a professional adviser to facilitate the process

6. How and when to involve the community in certain phases of the selection process

*(cf. 1000 - Concepts and Roles)*

*(cf. 1220 - Citizen Advisory Committees)*

7. The best methods for advertising the vacancy and recruiting qualified candidates.

8. The process for screening applications and determining how the screener(s) will be selected.

BP 2120(b)

**EXECUTIVE DIRECTOR RECRUITMENT AND SELECTION** (continued)

9. Interview questions, processes and participants.

10. How and when candidates' qualifications will be verified through reference checks.

*(cf. 4112.5/4312.5 - Criminal Record Check)*

11. Other actions necessary to ensure a fair selection process and a smooth transition to new leadership.

Even if a professional adviser is used to facilitate the process, the Board shall retain the right and responsibility to oversee the process and to review all applications if desired.

The Board shall select candidates to be interviewed based on recommendations of the screener(s) and the Board's own assessment of how candidates meet the criteria established by the Board.

The Board shall interview preliminary and final candidates in closed session and determine the most likely match for CCA. (Government Code 54957)

The selected candidate shall hold both a valid school administration credential and a valid teacher's credential. The Board may waive any credential requirement but shall not employ a person whose credential has been revoked by the Commission on Teacher Credentialing pursuant to Education Code 44421-44427. (Education Code 35028, 35029, 35029.1)

Before offering the position to the selected candidate or making any announcements, Board members may visit that candidate's current employer, as appropriate, to obtain verification of his/her qualifications.

The Board shall deliberate in closed session to affirm the selection of the candidate and shall report the selection in open session. (Government Code 54957)

*(cf. 9321 - Closed Session Purposes and Agendas)*

*(cf. 9321.1 - Closed Session Actions and Reports)*

The Board shall conduct these proceedings in accordance with legal and ethical obligations regarding confidentiality and equal opportunity.

*(cf. 4030 - Nondiscrimination in Employment)*

*(cf. 4031 - Complaints Concerning Discrimination in Employment)*

*(cf. 4032 - Reasonable Accommodation)*

*(cf. 4111.2/4211.2/4311.2 - Legal Status Requirement)*

*(cf. 9011 - Disclosure of Confidential/Privileged Information)*

BP 2120(c)

**EXECUTIVE DIRECTOR** **RECRUITMENT AND SELECTION** (continued)

As necessary, the Board may appoint an interim Executive Director to manage CCA during the selection process.

*Legal Reference:*

*EDUCATION CODE*

*220 Prohibition of discrimination*

*35026 Employment of superintendent by board*

*35028 Certification*

*35029-35029.1 Waiver of credential requirement*

*35031 Term of employment*

*44420-44440 Revocation and suspension of certification documents*

*GOVERNMENT CODE*

*11135 Unlawful discrimination*

*12900-12996 California Fair Employment and Housing Act*

*53260-53264 Employment contracts*

*54954 Time and place of regular meetings*

*54957 Closed session personnel matters*

*54957.1 Closed session, public report of action taken*

*CODE OF REGULATIONS, TITLE 2*

*7287.6 Terms, conditions and privileges of employment*

*UNITED STATES CODE, TITLE 29*

*794 Section 504 of the Vocational Education Rehabilitation Act of 1973*

*UNITED STATES CODE, TITLE 42*

*2000d-2000d-7 Title VI, Civil Rights Act of 1964*

*2000e-2000e-17 Title VII, Civil Rights Act of 1964 as amended*

*2000h-2000h-6 Title IX, 1972 Education Act Amendments*

*12101-12213 Americans with Disabilities Act*

*CODE OF FEDERAL REGULATIONS, TITLE 28*

*35.101-35.190 Americans with Disabilities Act*

*CODE OF FEDERAL REGULATIONS, TITLE 34*

*100.6 Compliance information*

*106.9 Dissemination of nondiscrimination policy*

*Management Resources:*

*CSBA PUBLICATIONS*

*Maximizing School Board Governance: Superintendent Selection and Employment*

*WEB SITES*

*CSBA: http://www.csba.org*

*ACSA: http://www.acsa.org*

*Equal Employment Opportunity Commission: http://www.eeoc.gov*

*Office of Civil Rights: http://www.ed.gov/offices/OCR*

*Department of Fair Employment and Housing: http://www.dfeh.ca.gov*

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| Policy  adopted: October 25, 2007  revised: January 10, 2024 | **COLLEGE AND CAREER ADVANTAGE**  San Juan Capistrano, California |