

REGION TWO SCHOOL OF APPLIED TECHNOLOGY

File: GCFB-R

RECRUITING AND HIRING OF ADMINISTRATIVE STAFF ADMINISTRATIVE PROCEDURE

These procedures implement Cooperative Board Policy GCFB and are designed to establish a thorough, efficient, and nondiscriminatory practice for the recruiting and hiring of the most qualified candidates for administrative positions.

A. Job Description Development/Review

To ensure that a written role description of the vacant position accurately represents the current functions and needs, the Director (the Cooperative Board in Director search) is to:

1. Conduct a review of (if none exists, develop) the job description, with input from persons affected by the position;
2. Include the criteria (skills, knowledge, abilities) required to perform the duties/responsibilities of the position; and
3. List the minimum qualifications (training, education and experience) for the position.

B. Recruitment

To attract a strong pool of candidates, the Director is to advertise (except in the circumstances described in K below) by:

1. Posting notice of the vacancy within Region Two;
2. Placing a display advertisement in appropriate print media, considering at least one appearance in a major Maine weekend or Sunday newspaper; and
3. Identifying and notifying other possible sources of potential candidates, such as professional associations, educational administration programs and placement offices at colleges and universities in Maine and other states, and the Maine Department of Education.

C. Screening

To ensure that a fair and efficient screening process will occur, the Director is to:

1. Ensure that all applications are reviewed by more than one individual, with attention given to an unbiased regard for the criteria and qualifications in the job description;
2. Appoint a screening panel with representation as deemed appropriate to the particular vacancy;
3. Provide orientation on confidentiality and equity issues to screeners;
4. Eliminate all candidates who do not meet the minimum qualifications;
5. Conduct preliminary reference checks, as appropriate;
6. Select candidates for interview based on the degree to which they meet the criteria and demonstrate skills, knowledge and abilities outlined in the job description; and

7. Notify applicants not selected for interview.
- D. To ensure that the interview process will be conducted in a legal and proper manner, the Director is to:
1. Appoint an interview panel (may be the same persons who serve the screening function) with representation as deemed appropriate to the particular vacancy;
 2. Provide orientation on the process, including the function and extent of responsibility of the panel, the weighting of criteria and the nomination/hiring procedure; and
 3. Conduct training to ensure that panel members are aware of the legal aspects of interviewing, including confidentiality and equity issues.

The interviewing panel is to:

1. Design interview questions which match the criteria and the duties/responsibilities outlined in the job description; and
2. Provide equal opportunity for the candidates to respond to the same questions/questioners.

E. Selection

The interview panel is to:

1. Individually assess the candidates according to their answers to the job description-related questions, rating and commenting on each using a specially prepared form corresponding to the questions/criteria; and
2. Submit a report to the Director, including the individual rating forms as well as a list (usually 2 to 4) of candidates to be considered further for the position.

The Director is to:

1. Have reference contacts made, as appropriate, to check perceived strengths and weaknesses of the candidate;
2. Review the material on the finalist candidates to determine whether additional information is needed;
3. Conduct final interviews of any or all finalists, as deemed necessary;
4. Select the most qualified candidate who fits the criteria and the duties/responsibilities outlined in the job description, based on his/her own professional judgement along with those of the interview panel (or, reject all finalists, reopen the position and begin the process anew); and
5. Have any further reference checks made, as appropriate.

F. Nomination/Employment

The Director is to:

1. Notify and obtain agreement of the successful candidate, pending Cooperative Board approval;
2. Inform the interview panel; and
3. Nominate and employ the successful candidate in accordance with state law and local policies.

G. Notification

The Director may:

1. Notify the nominee of the Cooperative Board approval and employ the administrator;
and
2. Notify the other candidates interviewed.

H. Orientation and Support

To ensure that the new administrator is provided with the proper information about the system and job expectations, the Director is to provide an orientation that includes expectations of the duties/responsibilities of the position along with the policies and procedures of Region Two.

I. Record Keeping

To ensure that the confidentiality of employee and applicant records are properly maintained, the Director is to provide for the maintenance, in secure files, of all applications and documentation of the hiring, screening and interviewing process for a period of three (3) years.

J. Confidentiality

To ensure that confidentiality is maintained throughout and permanently following the hiring process, the Cooperative Board, all employees involved, and any other participants are to maintain absolute confidentiality about candidates, including names, in accordance with state law (20-A MRSA § 6101). The Cooperative Board is to assume responsibility, through the Director, for providing adequate orientation pertaining to confidentiality, at the appropriate stages of the process, including at the completion.

K. Hiring of Current Employees

Region Two School of Applied Technology may forego one or more of the steps set forth in sections B-E of this procedure and appoint a person who is currently employed by Region Two to fill an administrative position only if the Director, after consultation with the Cooperative Board, or the Cooperative Board in a Director search, determines that the following circumstances exist;

1. The currently employed candidate is exceptionally well qualified for the position; and
2. The decision to forego all or part of the recruitment and screening process will not detract from the goals of this policy.

First Reading: May 17, 2016

Second Reading and Adoption: September 20, 2016