

**Let's get a new
Superintendent!**



Association of Alaska School Boards
Advocates for Alaska's Youth

So what is the big deal over hiring a new superintendent? You advertise, pick the three or four best candidates, interview them and hire the best.



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Here is the Big Deal!

- Over the last four years, thirty-two of Alaska's fifty-four school districts had a change of superintendents. That is 59% of our districts!
- The superintendent candidate pool is shrinking. Most searches attract 10 to 15 candidates. This is down from 40 to 50 just a few years ago.
- The quality of candidates is suffering. Districts are finding 2 to 5 candidates from the pool that they consider to be one who can lead their district.



And the Big Deal Continues

- Of the 54 school districts only 18 have been in their positions for five or more years (inclusive of 2015/2016).
- In fairness approximately 10 of the superintendent changes (13%) have been normal attritions (retirements, family considerations, etc.).
- With multiple searches occurring, districts are “jockeying” for interviews before the applicant pool is diminished.



Big Deal Continued

- Student achievement momentum slows or even regresses with a change in leadership.
- Staff upheaval.
- Communities are often torn between loyalties.
- Superintendent learning new job, developing connections, becoming a part of district.
- Takes time for Board & Superintendent to learn to work together.



Are there solutions?

- Consider a succession plan. “Grow your own.”
No promises but begin the training to develop leaders in your own district.
- Pay attention to the Board/Superintendent relationship.
- Regularly evaluate and have frequent discussions with superintendent – “NO SURPRISES.”
- Clear and measurable goals for superintendent.
- Have a long range plan or strategic plan in place.

