

Policy 303

Director - Selection



HEARTLAND LAKES COMMUNITY
SCHOOL EXISTS TO EMPOWER
SCHOLARS TO:
BRAVELY LIVE THEIR TRUTH,
TO BECOME WISE STEWARDS OF
THE LAND AND RESOURCES
AND TO IGNITE LASTING
CURIOSITY THAT LEADS TO
POSITIVE CHANGE IN THEIR
SCHOOL, THEIR COMMUNITIES,
AND THEMSELVES.

Adoption:	December 16, 2024
Revision History	
Last Board Review: December 16, 2024	
Next Board Review: December 2027	
Review Frequency: Every 3 Years (per Policy 208)	

I. PURPOSE

The purpose of this policy is to convey to the school community that the authority to select and employ a Director is vested in the Heartland Lakes Community School (HLCS) board.

II. GENERAL STATEMENT OF POLICY

The School Board shall employ a Director to serve as the Chief Executive Officer of the school district and to conduct the daily operations of the school district.

III. QUALIFICATIONS

- A.** The School Board shall consider applicants who meet or exceed the licensing standards set by the Minnesota Board of School Administrators and qualifications established in the job description for the Director position. State and federal equal employment and nondiscrimination requirements shall be observed throughout the recruitment and selection process.
- B.** The School Board will consider professional preparation, experience, skill, and demonstrated competence of qualified applicants in making a final decision.

IV. SELECTION

- A.** A process for recruitment, screening, and interviewing of candidates shall be developed by the School Board.
- B.** The School Board may contract for assistance in the search for a Director.

- C. The School Board shall provide the contract for the Director and specifically identify all conditions of employment mutually agreed upon with the Director. In so doing, the School Board shall observe all requirements of state and federal law and School Board policy.

Note: The applicability and enforceability of this policy 303 is limited to, and qualified by, Minnesota or Federal law that, at the time any such circumstance within the scope of the policy arises, may be contrary to some aspect or all of the policy.