

Annville-Cleona School District Superintendent Search

As we continue to move forward in the search for the next superintendent of the Annville-Cleona School District, we would like to provide a status report on what will be happening over the next 60 days of the search.

All staff members have received a survey, and we strongly encourage everyone to complete the document and forward your opinions to PSBA. The board will receive a comprehensive report of the trends in those surveys, and we will utilize the results to screen candidate credential files, develop interview questions, and otherwise guide the board's decision-making process throughout the remainder of the search. *Your voice will be heard.*

Throughout the month of December and the first half of January, PSBA will continue to promote the superintendent position, the Annville-Cleona School District, and work closely with all candidates that have expressed an interest in the position. At the conclusion of the advertising phase of the search in January, the board will meet again with PSBA to review candidate credential files and set up the interview schedule. That process will be outlined in subsequent search updates.

PSBA is serving to facilitate all aspects of the search process, provide us with comprehensive research on each candidate at appropriate times during the search, focus the board's attention on the best practices in educational leadership according to the professional literature, and make sure the next superintendent has been through a thorough, professional and comprehensive interview process.

PSBA will also be working with the board after the next superintendent has been appointed (as part of the cost for conducting the search) to set up a thorough superintendent evaluation process. PSBA has done extensive work in this area, and has found that the evaluation procedure can serve to position a superintendent well to succeed. **Note:** The results of the surveys will inform the evaluation process. Again, this is another area where your voice will be heard. Thanks to all for your continued service to our children!

**The Annville-Cleona School District
Board of School Directors**