

Advantages and Disadvantages

Note: Initial board ideas from January 28 Waukee Board Work Session. Board may want to continue to add to or refine these.

Option A - Hiring a Superintendent

Advantages	Disadvantages
<ul style="list-style-type: none"> • Can help the district move forward more quickly, give us a fresh start. • Long-term superintendent can help leadership team “gel” more quickly (long-term commitment). • Can help board/admin leadership move forward right away. • Knowing the person is long term leader can help build trust/confidence, etc. • Avoid being seen as the “substitute teacher” (leader). • Can impact the district culture quickly (they have a long-term commitment). 	<ul style="list-style-type: none"> • Could rush and hire wrong candidate. • May be a challenge with the time crunch.

Option B – Hiring an Interim Superintendent

Advantages	Disadvantages
<ul style="list-style-type: none"> • Likely to be an experienced person. • Allows more time to find the right candidate for long-term. • Could be a “test run” to see if this is the right person (or help us see the skills needed to lead this district). • Can be a “safety net” option if we don’t find the right match. • May see things board and staff don’t currently see. 	<ul style="list-style-type: none"> • Could be or be seen as “treading water”. • Might not be able to help district accomplish goals as quickly. • May be seen as “substitute teacher”. • How would an interim impact building trust and confidence? • Challenge of opening a 2nd high school with an interim who is not here long-term. • How might an interim impact the pool of candidates for the long-term supt.