

# The School Administrator

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The Search: Public or Confidential?

## Spotlight

### Advice to Job-Seeking Superintendents

Based on his hundreds of occasions on the job-seeking trail over the years, Art Stellar offers these 12 bits of counsel:

- Come to grips with exactly what will truly motivate you or turn you off in any superintendency.
- Don't take yourself or the search process too seriously. In the end, being superintendent is just a job, even if it is a very important one.
- Explore openings with a sense of adventure. You never know what traps or treasure you will discover.
- Recognize that the search process requires some dedicated time, concentration and planning. Experiment and modify accordingly.
- Use your best manners with everyone.
- Understand that a great interview in one community has no currency in your next interview in another locale.
- Build a strong track record of accomplishments. However, always be cognizant that relationships are what will mean more in the selection process.
- Enjoy the selection process. Have some fun and think of these activities as making friends with the entire community.
- Know that first impressions are powerful, but so is your closing sales pitch.
- Be prepared for rejection and be resilient.
- Walk away for a good reason or a bad feeling.
- Remember that there are nearly 14,000 school districts in this country. If you really want a superintendency, be persistent. Some community somewhere needs you.