



Human Resources Department

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	<p>of applicants who will be forwarded to the next step in the process.</p> <p>5. Determine applicants who will be forwarded to the School Site Interview step.</p>	
<p>School Site Interview</p>	<p>Structured interview with pre-approved questions and a recommendation format of does not support, support, or enthusiastically support. The interview panel determines a recommendation for candidate(s) to advance to the Superintendent Interview level. The recommendation process attempts to attain consensus; however, consensus is not required. The recommendation must represent a majority of the interview panel. Panel members may document their dissent on the recommendation form.</p>	<p>School Council and Human Resources Department</p>
<p>Superintendent Interview</p>	<p>1. Review of the results of the previous steps in the process. 2. Semi-structured interview to provide: a. Enough structure to provide factual information and b. The ability to probe into areas that merit further inquiry. 3. Decision to recommend a candidate for appointment.</p>	<p>Superintendent and Deputy Superintendent or designee. Assistant Superintendent is present during interview process.</p>
<p>Appointment</p>	<p>Decision regarding recommendation for appointment</p>	<p>Governing Board</p>

Governing Board Policy CFC

Notice of Nondiscrimination
Tucson Unified School District does not discriminate on the basis of race, color, national origin, gender, sexual orientation, age, religion, or disability in admission or access to, or treatment or employment in its educational programs or activities.