

Williamson County Board of Education



Adopted Date:
5/20/02
Editorial 6/18/14

5.1161

PROMOTION

1 Promotional criteria shall include but shall not be limited to: experience, demonstrated ability,
2 interest, suitability, training and certification.

3
4 The Board stresses that promotion should be based upon the individual's likelihood of success in
5 the new job rather than as a reward for outstanding service in a past or current job. Promotional
6 considerations shall include the candidate's strengths as well as his weaknesses.
7

8
9 When administrative and supervisory vacancies are being filled, consideration will be given to all
10 qualified applicants. The best person for a particular job shall be sought and selected irrespective
11 of whether he is from within or outside the district. Preference will be given to district applicants
12 when their total qualifications are equal to or superior to those of applicants applying from outside
13 the district. The guiding principle for all promotion shall be the needs and welfare of the students.
14

15 Principal and assistant principal applicants must have at least 3 years teaching experience in
16 schools (any professional personnel including librarians, guidance counselors, psychologists, etc.)
17 and Principals at least a minimum of 1 year of administrative experience in order to be considered
18 eligible for vacant administrative positions. Eligibility for all the administrative positions will require
19 a minimum of a master's degree with certification in Tennessee and hold a Beginning Administrator
20 License or a Professional Administrator License.
21

22
23 When a vacancy occurs in any professional position in the central office or any position of assistant
24 principal or above within the schools, the Board shall notify the association and advertise the
25 vacancy on-line for a minimum of one week before the position is filled.
26

27 The process of selection shall be free from pressures considered detrimental to the best conduct of
28 the school program, based on the following principles:
29

- 30 1. Ability to fulfill the responsibilities of the position efficiently as judged by all pertinent
31 standards is the sole basis of selection.
- 32 2. The use of political, social or other pressures automatically disqualifies the applicant
33 for the position from any further consideration.
34
35
36
37
38
39
40

41 Legal References:
42 TCA 49-2-203(a)(1)
43 TCA 49-2-301(f)(10)
44 TCA 49-5-510
45
46
47
48
49
50