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Case Study: #23 “Who Gets the Job”

This case study revolves around a hiring issue. The principal has three candidates that have all been given favorable reviews by the teaching staff, one candidate however stands out with higher ratings and is also the principal’s first choice. The issue involves the candidate’s decision to keep her own children in a local school sponsored by a fundamentalist church. This school is not looked highly upon by some of the other administrators and teachers in the district, and there is an expectation by the community that school district employees’ children should be enrolled in the local public schools.

**Standard 5:** A school administrator is an educational leader who promotes the success of all students by acting with integrity, fairness, and in an ethical manner.

If, a principal is to promote the success of all students by acting with integrity, fairness, and in an ethical manner then in my mind the best candidate for a teaching job should be the first choice of the principal and the interview team. In this situation, the only reason the principal hesitates to make this hiring choice is due to the personal choice of the candidate to have her children attend a religious-based school. Any parent has the right to decide which educational choice is right for their children and to some parents the importance of their religious practices includes having their children enrolled in a school that has those religious ideals as a part of the vision of the school. If this candidate is the best person for the position then she should be hired.

**Standard 6:** A school administrator is an educational leader who promotes the success of all students by understanding, responding to, and influencing the larger political, social, economic, legal, and cultural context.

It is important for a principal to understand the expectations of the school’s community, in this case the expectation that teacher’s children should be enrolled in the local public schools. This knowledge can be helpful for the principal to be prepared for the questions that will come if sometimes those types of expectations are not met because the best decision was the one that went against the norm. In my opinion, the answer to those questions would be best stated “While we believe that our schools are exceptional we respect the right of any parent to make their own decision on the school of choice for their children.”