



MANSON SCHOOL DISTRICT BOARD POLICY

POLICY TYPE: BOARD-SUPERINTENDENT LINKAGE

POLICY TITLE: ORGANIZATIONAL CONTINUITY

The Board has responsibility for filling the Superintendent position.

In the event of a sudden loss of the Superintendent, the Board will consult EL-15, Emergency Executive Succession Plan. The Board will assign an Interim Superintendent until a new Superintendent is selected by the Board.

The Board will not fill the Superintendent position without a succession plan:

1. Assess

- a) Identify significant challenges in the next 1-5 years.
- b) Identify competencies, skills and institutional knowledge that are critical success factors.
- c) Engage with the community.

2. Evaluate

- a) Select the competencies individuals will need to be successful to meet the challenges in the next 1-5 years.
- b) Consider high potential internal employees.
- c) Predict the likelihood of attracting a robust and qualified candidate pool of external candidates.

3. Execute

- a) The ESD Superintendent or hiring firm can be used as a resource to guide this process.
- b) Appoint an internal employee to the Superintendent position after completing an internal succession process.
OR
- c) Conduct an open and competitive hiring process for the next Superintendent.

4. Continuity

- a) Establish a transition plan to capture the knowledge that the Superintendent possesses before departing the organization to ensure continuity between Superintendent tenures.

- b) Items for consideration to include in the transition plan.
 - 1. Budget Review
 - 2. Financial Planning
 - 3. District special program information