

Section 2000- General School Administration

2130 Superintendent Succession Planning and Recruitment (Cf. 5020)

2130

The Board is committed to maintain a state of readiness for the eventuality of a planned or unplanned change of the District's executive leadership. To that end, it is the policy of the Board of Education to engage in succession planning to ensure the orderly transition of leadership and the achievement of the District's mission and goals.

In addition, it is the policy of this Board to assess the future leadership needs of the organization periodically. This will help to ensure continuity of leadership by the selection of a qualified and capable leader who is a good fit for the District's culture as reflected by its mission, vision, goals, and objectives.

When a vacancy in the Superintendency occurs, the Board shall make every effort to fill the position with the most capable person available. The Board shall consider only those candidates who meet both state and local qualifications and who display the ability to carry out the duties of the Superintendent successfully.

The Board shall solicit applications from qualified members of the staff and may list the vacancy with placement offices at selected educational institutions in Michigan and in neighboring states.

Applications for the Superintendency shall be screened, and those candidates who appear to be most promising shall be interviewed.

Approved: June 29, 2009

LEGAL REF: MCL 380.1246