

BOARD POLICY

Governing Leadership Success and Succession

The Board of Education understands that meeting its responsibilities to achieve the District Mission and Goals for students served by the district is dependent on having qualified personnel at all levels of the organization. The Board believes there are certain qualities that are essential and thus must be possessed by all individuals working with or supporting students and their families. In addition, there are unique skills and knowledge, which may not be possessed by every individual, but must be present in the teams at the school and district level. District leaders and the district leadership team are to model the individual qualities and collective traits needed to serve as a highly effective team.

Along with initiatives to cultivate district leaders and leadership teams that model the identified individual and team characteristics, the Board recognizes the need to establish succession planning strategies that ensure the readiness of qualified individuals and teams for future generations served by the district.

The superintendent is responsible for developing and implementing practices consistent with these policies and to ensure the sustainability of a strong leadership team committed and prepared to implement the district's mission.

Ref: Education Code Section 35160

Adopted: August 16, 2011