FORT SMITH
PUBLIC SCHOOLS

Board of Education

INFORMATION

TITLE: Succession Plan for Executive Leadership Positions

DATE: February 25, 2019

RESPONSIBLE ADMINISTRATOR: Doug Brubaker, Ph.D.

BACKGROUND/CONSIDERATIONS:

As noted in professional staff recommendations, Dr. Barry Owen will retire at the end of June, 2019. His announcement was almost a month ago, which has allowed time for the development of a strong succession plan that I want to highlight for you this evening. This plan will ensure a smooth transition to new leadership within two key departments as we continue to work toward fulfillment of the goals outlined in our Vision 2023 Strategic Plan.

Martin (Marty) Mahan has distinguished himself as innovative and exceptional leader in every assignment that he has held in the Fort Smith Public Schools. Prior to his appointment as the Director of Secondary Instruction, he served as a campus leader at Kimmons Junior High School and Northside High School. He expanded his skill set as the Executive Director for Human Resources in 2017 and accepted further responsibilities as the Assistant Superintendent for Human Resources and Campus Support in 2018. I am pleased to announce that on July 1, 2019, Marty will begin to lead our instructional services team as our Assistant Superintendent of Curriculum and Instruction.

Sherri Penix, who currently serves as the Supervisor of Human Resources, has also proven to be a positive and effective leader during the course of her career. Prior to her appointment in the HR division in 2016, she served as the principal of Spradling Elementary for four years followed by a fifteen-year tenure as the principal of Euper Lane Elementary. Mrs. Penix will serve as Assistant Superintendent for Human Resources and Campus Support beginning July 1, 2019. In this position, she will continue the excellent work that Mr. Mahan has accomplished over the past two years and contribute to the growth and development of our district for the benefit of the kids we serve.

RECOMMENDATION:

This is an information item. No action is required.