



*Another more succinct version of this policy to consider*

## Administration

### Superintendent of Schools

#### Superintendent Succession Plan

The Board of Education (Board) needs to be prepared for an eventual permanent change in its Superintendent, whether such change is either planned or unplanned, to insure the stability and accountability of the school system until such time as a new permanent Superintendent is appointed. The Board's Succession Plan is based upon the deliberate and systematic effort to project its leadership needs.

It is the policy of the Board to assess the permanent leadership needs of the District to help insure the selection of a qualified and capable leader who is representative of the community, a good fit for the mission, vision, values, goals and objectives identified by the Board, and who has the necessary skills, professional talents and background to be the District's Superintendent.

To insure the District's operations are not interrupted while the Board assesses the leadership needs and recruits a permanent Superintendent, the Board may appoint a properly qualified Interim Acting Superintendent. The Interim Acting Superintendent shall ensure that the school system continues to operate without disruption and that all organizational commitments are properly and adequately executed.

It is also the policy of the Board to recruit/develop a diverse pool of candidates. ~~and consider at least three final candidates for its permanent Superintendent position.~~ The Board ~~shall~~ may implement an external recruitment and selection process. ~~while at the same time encouraging the professional development and advancement of current District staff members.~~

When the Superintendent separates from the District as part of a plan, retirement, disability, emergency, contract nonrenewal, etc., the Board, as appointing authority, will publicly communicate an approach regarding the recruitment and selection of a replacement. The recruitment and selection process will include consultation with community officials and key stakeholders, and may or may not include the assistance from the vacating Superintendent. ~~In addition, the assistance of the Connecticut Association of Boards of Education (CABE) and the Connecticut Association of Public School Superintendents (CAPSS) may also be utilized.~~

- (cf. 0000 - Mission and Functions)
- (cf. 0100 - Mission Statement/Purposes)
- (cf. 0200 -Goals/Objectives)
- (cf. 1112 - News Media Relationships)
- (cf. 1160 - Responsibilities of Boards of Education)
- (cf. 2000.1 - Board-Superintendent Relationship)
- (cf. 2001 - Participatory Management)
- (cf. 2110 -Management Position Team)
- (cf. 2131 - Superintendent of Schools)

## **Administration**

### **Superintendent of Schools**

#### **Superintendent Succession Plan** (continued)

(cf. 2131.1 - Appointment of Designee for Superintendent)  
(cf. 2141 - Recruitment and Appointment of Superintendent)  
(cf. 21151 - Recruitment of Administrative Staff)  
(cf. 9012 - Legal Responsibilities of Boards of Education)  
(cf. 9020 - Public Statements)

Legal Reference:      Connecticut General Statutes

10-157 Superintendents (as amended by June 2017 Special Session PA 17-2,  
Section 152 and Section 267)

10-222 Reports to state board of education.

Policy adopted: