

## **POLICY – ORGANIZATIONAL CONTINUITY**

**BSR-5**

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 a senior staff member (Cabinet member) to serve as 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. Appoint an internal employee to the Superintendent position after completing an internal succession process.  
OR
  - b. 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.

Adopted: June 20, 2023 NTPS Board of Directors