

The Board has responsibility for appointing the Superintendent.

In the event of an unexpected vacancy in the Superintendent position, the Board will refer to EL-15, Emergency Executive Succession Plan. The Board will assign a senior staff member (Cabinet member) to serve as Interim Superintendent until the Board appoints a new Superintendent.

The Board will not finalize the selection of a Superintendent without adhering to a structured succession plan, which involves the following steps:

1. **Assessment**
 - a. **Determine Key Challenges:** Identify significant organizational challenges in the next 1-5 years.
 - b. **Define Core Competencies:** Determine competencies, skills and institutional knowledge critical to success.
 - c. **Engage Stakeholders:** Actively involve the community in the planning process.
2. **Evaluation**
 - a. **Select Required Competencies:** Define the essential competencies candidates must possess to address identified challenges.
 - b. **Consider Internal Talent:** Evaluate high-potential internal candidates for suitability.
 - c. **Analyze Recruitment Feasibility:** Assess the likelihood of attracting a robust pool of qualified external candidates.
3. **Execution**
 - a. **Internal Appointment:** Promote an internal candidate to the Superintendent position following an internal succession process.
 - b. **External Recruitment:** Alternatively, conduct an open and competitive hiring process to identify the next Superintendent.
4. **Continuity**

Knowledge Transfer: Develop a transition plan to capture and retain the outgoing Superintendent’s critical knowledge, ensuring continuity between leadership tenures.

Adopted:	June 20, 2023	NTPS Board of Directors
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