

# Stark County Board of Developmental Disabilities

Policy 1.07 Superintendent Succession Plan	Effective: 3/22/16
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## **SUPERINTENDENT SUCCESSION PLAN**

### POLICY

The Board is to be prepared for an eventual permanent change in its Superintendent – either planned or unplanned – to insure the stability and accountability of the organization until such time as a new permanent Superintendent is identified. The Board 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 agency to help insure the selection of a qualified and capable leader who is representative of the community, a good fit for the organization’s mission, vision, values, goals and objectives, and who has the necessary skills for the agency. To insure the organization’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 Superintendent. The interim Superintendent shall ensure that the organization continues to operate without disruption and that all organizational commitments are adequately executed.

It is also the policy of the Board to develop a diverse pool of candidates and consider at least two final candidates for its permanent Superintendent position. The Board shall implement an external recruitment and selection process, while at the same time encouraging the professional development and advancement of current employees.

When the Superintendent separates as part of a plan, retirement, disability, contract non-renewal, etc. the Board, as appointing authority, will communicate an approach to the recruitment and selection of a replacement. The recruitment and selection process will include consultation with county officials and may or may not include the assistance from the vacating Superintendent and/or the Ohio Association of County Boards of Developmental Disabilities (OACBDD).

<b>Historical Resolution Information</b>		<b>Reviewer(s):</b> Superintendent
<b>Date</b>	<b>Resolution Number</b>	
1/19/13	01-09-13	
3/22/16	03-15-16	