

Ms. Perla Tabares Hantman, Chair

**SUBJECT: DISCUSSION AND UPDATE OF THE PLAN OF ACTION TO STAFF KEY ADMINISTRATIVE POSITIONS FOR THOSE INDIVIDUALS RETIRING FROM THE DISTRICT**

At the School Board Meeting of May 17, 2000, the Board approved Agenda Item B-5, proposed by the Chair of the School Board, which directed the Superintendent to provide the Board with a plan of action to staff key senior level administrative positions which would be vacated within one to three years by those employees in the Deferred Retirement Option Program (DROP). The report, *A Plan of Action to Staff Key Senior Level Administrative Positions*, was received by the Board at its meeting of August 23, 2000. That report set forth provisions for a smooth transition in the operation of the school system, as key, experienced senior level administrators leave the system under DROP.

Several steps of the plan of action have been undertaken, including fostering advanced leadership training and conducting national searches for selected key positions. The administrative reorganization implemented recently by the current Superintendent has also, both directly and indirectly, provided for a transition to new leadership for the future.

At the July 11, 2001 Board meeting, the School Board directed the Superintendent to provide an updated report on the plan of action to staff these key administrative positions at its meeting of October 24, 2001. Thereafter, a memorandum was sent to the Board recommending that the updated plan of action be delayed in its submission to the School Board until a later time.

At this time, it is recommended that the Board discuss the plan of action to staff key administrative positions to provide additional guidance to the Superintendent prior to having him bring an updated report to the Board at the next Board meeting.

**ACTION PROPOSED BY**

**MS. PERLA TABARES HANTMAN:**

That The School Board of Miami-Dade County, Florida, discuss the plan of action to staff key administrative positions to provide guidance to the Superintendent and to direct the Superintendent to bring an updated report to the Board at its meeting of April 17, 2002.

REPLACEMENT

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