

Ms. Maria Teresa Rojas, Board Member

Co-Sponsors: Dr. Dorothy Bendross-Mindingall, Board Member
Ms. Susie Castillo, Board Member
Dr. Steve Gallon III, Board Member
Ms. Perla Tabares Hantman, Board Member
Ms. Lubby Navarro, Board Member

} Added

SUBJECT: AUTHORIZE THE SUPERINTENDENT TO PROVIDE THE BOARD WITH AN UPDATED SUCCESSION MANAGEMENT PLAN FOR MANAGERIAL EXEMPT PERSONNEL (MEP) PAY GRADES 22 AND ABOVE, PRINCIPALS, AND ASSISTANT PRINCIPALS

COMMITTEE: PERSONNEL SERVICES AND STUDENT AND SCHOOL SUPPORT

LINK TO STRATEGIC BLUEPRINT: HIGHLY EFFECTIVE TEACHERS, LEADERS AND STAFF

A transparent succession management system is not just about being practical. It is about being proactive and planning for the future organizational structure of the school district.

Employees are often the best source of information about themselves and their skills, credentials, and experiences. And if they know what they need to do to reach a particular rung on the career ladder, they can take the necessary steps to do just that by enrolling in appropriate professional development activities and assuming additional duties and responsibilities which will prepare them for the future.

Because of the State of Florida's Deferred Retirement Program (DROP), Miami-Dade County Public Schools (M-DCPS) has had a great deal of experienced administrators leave the school district during the last ten years. M-DCPS has prepared and implemented succession management plans going back to 2000. Many of the steps have been implemented successfully and we certainly have learned from those experiences.

Whereas succession planning may focus on a few positions at the senior management level, leadership development usually begins in middle management. Collapsing the two functions into a single system will allow this school district to take a long-term view of the process of preparing middle managers, even those at the executive director, principal, or assistant principal levels to become future senior managers in the organization.

Following on the learning experiences and the success of previous plans, this agenda item requests to authorize the Superintendent of Schools to provide the Board with an updated *Succession Management Plan* for Managerial Exempt Personnel (MEP) pay grades 22 and above, principals, and assistant principals. Of particular interest should be those activities that can be implemented within existing resources to provide identified exempt personnel with the career ladder experiences and professional development programs which will make them effective and successful senior management members in Miami-Dade County Public Schools.

This agenda has been reviewed and approved by the School Board Attorney's office as to form and legal sufficiency.

**ACTION PROPOSED BY
MS. MARIA TERESA ROJAS:**

That The School Board of Miami-Dade County, Florida, authorize the Superintendent of Schools to:

1. provide an updated *Succession Management Plan* for Managerial Exempt Personnel (MEP) Pay Grade 22 and Above, Principals and Assistant Principals by December 6, 2017; and
2. initiate rulemaking proceedings in accordance with the Administrative Procedure Act to establish a Board policy for Succession Management.

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