

Ms. Perla Tabares Hantman, Vice-Chair

**SUBJECT: EXECUTIVE MANAGEMENT LEADERSHIP**

**COMMITTEE: INNOVATION, EFFICIENCY AND GOVERNMENTAL  
RELATIONS**

**LINKTO DISTRICT**

**STRATEGIC PLAN: IMPROVE TRANSPARENCY OF DECISION-MAKING  
THROUGHOUT THE SCHOOL SYSTEM**

For the past decade, this Board Member has stressed the importance of developing a succession plan for the executive management of Miami-Dade County Public Schools (M-DCPS). In any organization the stability of its leadership is directly linked to the morale and productivity of its employees; therefore, the smooth and orderly succession of a chief executive officer is much more than a theoretical concept; it is a sound and time-tested policy practice. The Constitution of the United States provides for a succession plan for the position of President. Similarly, the Constitution of the State of Florida specifies a plan for succession in the event the Governor should resign or otherwise be removed from office.

Other public and private entities routinely implement programs of planned succession at the top tiers of management in order to ensure a smooth and orderly transition. Such succession plans provide for stability and a sense of certainty within an organization. This is especially important for an organization that provides essential public programs and services like M-DCPS, particularly when it is being challenged by major internal and external issues that require strong uninterrupted executive leadership.

It is my belief that the circumstances and financial challenges that currently face this school system are serious and require a plan of succession for its executive management. Such a plan is required now in order to provide for the stability of the District and to ensure a smooth transition of leadership, if necessary, at a time when M-DCPS can ill afford any period of indecision. I believe that such a succession plan will have the effect of providing a stabilizing influence and will serve to ease some of the tensions that always exist when there is uncertainty. It is my intent with this item to ensure an executive management leadership transition that will protect the best interests of our students, employees and community.

This action is not intended to impact the incumbent Superintendent's contract; his decision to stay until the conclusion of the term of his contract; his decision to resign or to accept a mutually agreed upon buy-out; or the Board's decision to remove the Superintendent for cause. However, this item is intended to be a clear statement to our students, employees and this community that M-DCPS will have a smooth and orderly succession when it is needed the most.

Though I have long called for a succession management plan, in my mind this unprecedented action is essential at this particular time to provide for the smooth operation of the nation's fourth largest school district and the one that we, as the School Board, have a moral and Constitutional responsibility to protect.

**ACTION PROPOSED BY VICE CHAIR  
PERLA TABARES HANTMAN:**

That the School Board of Miami-Dade County, Florida implement a succession plan for the executive management leadership of Miami-Dade County Public Schools.