

Ms. Perla Tabares Hantman, Chair

SUBJECT: TO ENSURE LEADERSHIP CONTINUITY IN MIAMI-DADE COUNTY PUBLIC SCHOOLS DIRECT THE SUPERINTENDENT TO PROVIDE A PLAN OF ACTION TO STAFF KEY ADMINISTRATIVE POSITIONS VACATED THROUGH RETIREMENT, RESIGNATION, OR WORKFORCE ALIGNMENT

COMMITTEE: INNOVATION, EFFICIENCY AND GOVERNMENTAL RELATIONS

LINK TO STRATEGIC FRAMEWORK: SCHOOL/DISTRICT LEADERSHIP

For more than a decade, this Board Member has stressed the importance of developing a succession plan in preparation for a smooth transition in the operation 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 key administrative personnel is much more than a theoretical concept; it is a sound and time-tested policy practice.

Other public and private entities routinely implement programs of planned succession 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 public educational programs and services like M-DCPS.

It is my belief that the financial challenges that currently face this school system are serious and require a plan of action to staff key administrative positions vacated through retirement, resignation or workforce alignment. Such a plan is required now in order to provide for the stability of the District and to ensure a smooth transition of key personnel. It is my intent with this item to ensure a transition that will protect the best interests of our students, employees and community. 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 key personnel transition whenever needed.

ACTION PROPOSED BY CHAIR

PERLA TABARES HANTMAN: That The School Board of Miami-Dade County, Florida, direct the Superintendent to provide a plan of action to staff key administrative positions, vacated through retirement, resignation or workforce alignment, by the July 13, 2011 School Board meeting.