

**DISTRICT EDUCATION COUNCIL
Superintendent's Monitoring Report**

Policy Name	Emergency Superintendent Succession		
Policy Number	ASD-W-EL1	Number of Reports per year	1
Policy	In order to protect the Council in the event of sudden and unexpected loss of Superintendent services, the Superintendent shall not fail to assure that at least two other senior administrative staff are familiar with Council and Superintendent issues and process and capable of assuming Superintendent responsibilities on an emergency basis, should the need arise.		
Date of Report	September 19, 2019		
Date of Previous Report (s) This School Year	N/A		
Date of Future Report (s) This School Year	N/A		
Report Filed by:	David McTimoney, Superintendent		
Report Supported by:	NA		
<u>Interpretation:</u>			
<ul style="list-style-type: none">Policy calls for the Superintendent to ensure that operations and overall leadership of the district will continue in the event of a sudden and unexpected loss of Superintendent services.Superintendent will provide no less than two names to the District Education Council that meet the qualifications and the skills required for the position of Superintendent.			

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<p><u>Justification:</u></p> <ul style="list-style-type: none">• Qualifications as outlined in the most recent ASD-W employment posting for the Acting Superintendent included: Master’s Degree in Education, or another appropriate post-graduate degree, at least five (5) years of teaching experience in the public system, at least eight (8) years of experience in an administrative and supervisory capacity within education.• Additional skills outlined in the most recent ASD-W employment posting for the Acting Superintendent included: experience in senior roles in a complex organization, superb leadership, interpersonal skills, proven track record in leading innovation, champion of 21st century learning. <p><u>Compliance:</u></p> <ul style="list-style-type: none">• Superintendent will review personnel files to confirm the three individuals provided to the DEC have the qualifications as listed in the most recent ASD-W employment posting for the Acting Superintendent.• Superintendent will follow the procedures outlined in District Policy ASD-W – 250-15 Employee Performance Evaluation to evaluate the additional skills as outlined in the ASD-W employment posting for an Acting Superintendent.	

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Evidence of compliance:

- **Three names were presented to the District Education Council.**

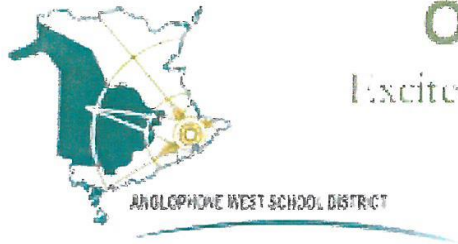
Appendices:

- **Appendix A – Most recent job advertisement for Acting Superintendent**

Compliance: I report compliance with this policy.

Superintendent's Signature: _____
DEC Chair Signature: _____
Date: _____

Appendix A



Our Mission

Excited. Involved. Prepared.

Our Vision
All individuals engaged within our system are empowered to assist in building resilient, confident and contributing members of our communities.

Core Values

Pursuit of Excellence

- Act excellently with our values
- Commit to continuous learning and testing
- Identify strengths, weaknesses and opportunities to ensure improvement
- Welcome performance feedback

Trust, Openness and Transparency

- Act in a manner that honors our values and with integrity
- Act in a professional and organized manner
- Communicate challenges, difficulties and expectations openly and constructively

Collaborative Relationships

- Invest in people
- Provide training
- Support group decision-making and problem solving
- Welcome and encourage participation

Support and Recognition

- Express concern for others
- Recognize progress
- Celebrate achievement
- Build and leverage strengths

Shared Leadership

- Seek an environment of shared decision making
- Focus on building capacity
- Share responsibility
- Address difficult situations

Engagement

- Commit to the vision
- Collaborate to move forward
- Focus on solutions
- Support a culture of gratitude