



The Board of Trustees considers succession planning an integral part of the District's continued success over the years. The object of the plan is to promote continuity of leadership with respect to trustees and key administrators of the District and colleges.

The succession plan is designed to maintain a high standard of leadership excellence and develop a pool of potential leaders for the future. This is vital to the ongoing success of the District and colleges. Succession planning provides an orderly process to develop leadership resources to ensure the sustainability of the long term mission, vision, and goals.

The qualities desired of potential leaders include:

- A deep commitment to student access and success
- A willingness to take significant risks to advance student success
- The ability to create lasting change within the District and colleges
- Having a strong, broad, strategic vision for the District and colleges and its students, reflected in external partnerships
- Raise and allocate resources in ways aligned to student success

The succession plan may include the following tools to foster continued leadership and adherence to the mission:

- Interim transfers
- Employee Scholars Program
- Off-site professional development opportunities
- District and college reorganization
- New positions
- Administrative internships

In consultation with the Board of Trustees, the Chancellor is responsible for the implementation of the District's succession plan.

Board approval date: 9/22/14