

# POLICY

## Queen Anne’s County Public Schools

EPS File Code:  
BOE Resolution Number:

Policy Number:

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POLICY TITLE: <b>Leadership Development and Succession Planning</b>		
ADOPTION/EFFECTIVE DATE:  4/5/2017	MOST RECENTLY AMENDED:	MOST RECENTLY REAFFIRMED:
POLICY/PROCEDURE MANUAL SUMMARY CATEGORY:		

### **A. Purpose**

To recognize and nurture the leadership talent of teachers and staff in a way that facilitates their movement into leadership roles as they become qualified and able to apply for positions as they are posted.

### **B. Policy Statement**

The Queen Anne’s County Public Schools (QACPS) recognize that strong leadership and diversity are vital to the effectiveness of our schools. We will support a comprehensive program of leadership development and succession planning.

### **C. Rationale**

By identifying the competencies needed to succeed in leadership roles with QACPS, developing a procedure to assure that candidates and mentees achieve these competencies, we will better retain talent and provide pathways to leadership roles.

### **D. Definitions**

**Leadership roles:** Positions that supervise one or more employees and play a significant role in achieving the mission and vision of QACPS.

**Diversity:** A reflection of the student demographic makeup of QACPS.

**Competencies:** The application of related knowledge, skills and abilities required to successfully perform “critical work functions” or tasks for QACPS leadership roles.

**Mentees:** Those selected to learn from the program, mentors and experiences of the program.

### **E. Implementation**

The Superintendent shall develop and implement procedures that support the administration of this policy.

### **F. Evaluation**

The Superintendent will provide the Board of Education a review of this policy by August 2019. The focus of this review will be the effectiveness of the elements of this policy in assisting the Board in fulfilling its mission.

### **G. References**

Non-Discrimination Policy

### **Board Approval Acknowledged By:**

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Mr. Gregory Pilewski, Secretary and Treasurer  
Board of Education of Queen Anne's County

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Policy Action Dates					
ACTION	DATE	ACTION	DATE	ACTION	DATE

Responsibility for Policy Maintenance & References		
LAST EDITOR/DRAFTER NAME: <b>Unknown</b>		JOB POSITION OF LAST EDITOR/DRAFTER: <b>Unknown</b>
PERSON RESPONSIBLE:		JOB POSITION OF PERSON RESPONSIBLE:
DESIGNEE NAME: <b>N/A</b>		JOB POSITION OF DESIGNEE: <b>N/A</b>
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REFERENCE 4 TYPE:	REFERENCE 4 NO.	REFERENCE 4 DESCRIPTION:
REFERENCE 5 TYPE:	REFERENCE 5 NO.	REFERENCE 5 DESCRIPTION:
POLICY NUMBER PRIOR TO SEPTEMBER 2008:		

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