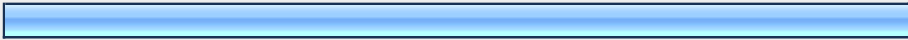
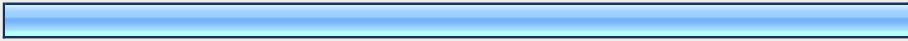


**1. Rate the superintendent's level of compliance with EL 1000.2.6 Emergency Superintendent Succession reported 1/16/09: In order to protect the board from sudden loss of superintendent services, the superintendent will not fail to have administrators sufficiently familiar with board and superintendent issues and processes who are able to take over with reasonable proficiency until an interim successor is appointed.**

		Response Percent	Response Count
Superintendent is compliant		100.0%	5
Superintendent is partially compliant		0.0%	0
Superintendent is not compliant		0.0%	0
	<i>answered question</i>		<b>5</b>
	<i>skipped question</i>		<b>0</b>

**2. Board discussion on this Executive Limitation policy is scheduled to happen annually. In future, is annual board discussion on EL 1000.2.7 sufficient?**

		Response Percent	Response Count
Annually is sufficient		100.0%	5
Need more often		0.0%	0
	<i>answered question</i>		<b>5</b>
	<i>skipped question</i>		<b>0</b>

**3. Additional comments on board discussion of 1/16/09 EL 1000.2.7 Emergency Superintendent Succession?**

		Response Count
		0
	<i>answered question</i>	<b>0</b>
	<i>skipped question</i>	<b>5</b>

**Yakima School District**  
**Executive Limitations Monitoring Report**  
**EMERGENCY SUPERINTENDENT SUCCESSION**  
**1000.2.7**  
**January 2009**

<p><b><u>Policy Statement</u></b></p> <p><i>In order to protect the board from sudden loss of superintendent services, the superintendent will not fail to have administrators sufficiently familiar with board and superintendent issues and processes who are able to take over with reasonable proficiency until an interim successor is appointed.</i></p>	<p style="text-align: center;"><b>In compliance</b></p>
--	---

**Interpretation:**

I interpret this policy to require the preparation of current personnel to manage essential functions and urgent matters on a temporary basis---as distinct from preparation for the job as a whole. This interpretation excludes informal conventions and expectations of the superintendent's office currently in effect and the superintendent's professional roles outside of district. Further, my interpretation does not presume present detailed knowledge of all essential functions, but, awareness of primary needs, district direction, knowledge of resources for the management of each, and the ability to access those resources in an appropriate and timely manner.

**Evidence of Compliance:**

The current district organizational structure divides the work of the district into three specific areas of responsibility: 1) teaching and learning, supervised by an associate superintendent; 2) human resources, supervised by an assistant superintendent; and 3) financial services, supervised by an assistant superintendent. Additionally, the district's organization includes the position of deputy superintendent, which, as the title denotes, serves as second-in-command of the organization and has responsibility for assisting in the day-to-day administration of the district.

I affirm that all four superintendent-level members who make up the superintendent's cabinet are sufficiently familiar with board and superintendent issues and process that any of the four could take over with reasonable proficiency as an interim successor, particularly since two of the individuals have served as superintendents in other districts and the deputy superintendent has served in that role for twelve years.

This report is based on the fact that all superintendent-level staff members work directly with and contribute to the following essential functions of the superintendent:

- Active participation in all cabinet-level decisions of the district included, but not limited to, overall management of district goals, cabinet-level work, communications, problem-solving, negotiations, evaluation procedures and inter-related cabinet work;
- Regular support to the board of directors, including preparation of materials for and presenting reports at board meetings;
- Monitoring of Ends and Executive Limitations and related requirements of Policy Governance;
- Implementation of district annual budget and work plan.