Executive Limitation #2: Emergency Superintendent Succession

The Superintendent shall not fail to designate at least one other executive staff member as Acting Superintendent who is familiar with the Board's governance process and issues of current concern and is capable of assuming Superintendent responsibilities in his or her absence or in the event of sudden and unexpected loss of Superintendent services.

Superintendent's Interpretation:

This policy calls on the Superintendent to assure that a plan is in place in which leadership for the school district is maintained without interruption or impact in the event that I unexpectedly or suddenly lose the capacity to serve as Superintendent for Fairfax County Public Schools.

This Executive Limitation clearly states that it is my responsibility to ensure that those I designate are prepared to assume my duties under the direction of the School Board, to sustain the operational services that are essential in order to maintain our focus on student learning. This Executive Limitation requires the Superintendent to ensure that those who are designated are well prepared to assume emergency leadership responsibilities through:

- A clear understanding of our division's policies, procedures and governance structures;
- Strong, established relationships with our School Board, Senior Leadership Team, department leaders, school leaders, and the community;
- A strong understanding and clear commitment to the strategic plan;
- A strong understanding of and current active role in decision-making and communication procedures

Evidence of Compliance:

Certification:
I hereby present my monitoring report on Executive Limitation #2: Emergency Superintendent Succession (EL-2) in accordance with the reporting schedule set forth in the Board calendar. I certify that the information contained in the report is true as of July 9, 2026 to the best of my knowledge, information, and belief.

Evidence of Compliance: July 9, 2026

At the time of this report, to the best of my knowledge, information, and belief, I have gathered information and evidence that supports compliance with the Board's Executive Limitation associated with this topic. In particular, I share with the Board the following information and indicators which I believe meets Executive Limitation #2.

I have designated the Chief of Staff, Marty Smith, to assume the responsibilities of the Superintendent on an emergency basis. As of August 1, following Mr. Smith's retirement from FCPS, I designate Frances Ivey who will be serving as Interim Chief of Staff. I am apprising the School Board of my designee, consistent with my designation of these individuals to be appointed at the July 9, School Board Meeting.

Indicators Include, But Are Not Limited To, The Following:

- In the event I suddenly and unexpectedly lose the capacity to serve as Superintendent of Fairfax County Public Schools, I designate the Chief of Staff to assume the Superintendent responsibilities on an emergency basis under the direction of the School Board.
    - Consistent with this designation, the Board will vote on the Annual School Board Organizational Arrangements on July 9, 2026 which includes a recommendation to appoint the Chief of Staff to serve as the Superintendent's designee to attend any meeting of the School Board that the Superintendent cannot attend.
- Should I suddenly and unexpectedly lose the capacity to serve as Superintendent, I have directed the Chief of Staff to work collaboratively with the Senior Leadership Team to address issues and emergencies that occur and ensure that open and continuous lines of communication are established between him and the Senior Leadership Team and him and the Board.
- The Chief of Staff has been provided with the Board's policies, regulations, and governance manual, which includes the Executive Limitations, and is familiar with these expectations and Division operations.
- I have ensured the Chief of Staff is familiar with the Division's Strategic Plan, as the priorities for the Division.