



**SUPERINTENDENT MONITORING REPORT**  
**Executive Limitations: 3.5 Emergency Superintendent Succession**  
September 6, 2011

**Executive Limitations 3.5 Summary**

In order to protect the Board and the district from *sudden loss of executive services*, the Superintendent and *each executive* reporting to him/her shall have at least one other executive able to take over with *reasonable proficiency* as an *interim successor for the Superintendent* or the executive. The *interim successor for the Superintendent* shall be familiar with Board and Superintendent issues and processes.

**Interpretation of Executive Limitations 3.5**

- The district interprets *sudden loss of executive services* to mean circumstances that would incapacitate the Superintendent or an executive reporting to him/her either permanently or for a period of 15 days or more.
- The district interprets *each executive* to mean members of the District Leadership Team, including the Deputy Superintendent, District Legal Counsel, Chief Communication Officer, Chief Accountability and Research Officer, Chief Equity and Engagement Officer, Chief Financial Officer, Chief Personnel Officer, Chief Academic Officer, and Chief Operating Officer.
- The district interprets *reasonable proficiency* to mean that the interim successor for the Superintendent or an executive reporting to him/her will have a working knowledge of key roles and responsibilities, and can fulfill duties with an acceptable level of competence and leadership to ensure daily operations and management continue to be maintained throughout the district.
- The district interprets *interim successor for the Superintendent* to mean the person who through Board appointment temporarily assumes the role and responsibilities of the Superintendent for a period of time not to exceed one year or until a successor has been appointed.

**Evidence of Compliance with EL 3.5**

- The Superintendent and District Leadership Team have identified at least one key administrator who has a working knowledge, expertise and experience necessary to fulfill leadership roles and responsibilities on a temporary basis. In addition, district directors and building administrators have identified at least one key administrator at their perspective site who has a working knowledge, expertise and experience necessary to fulfill leadership roles and responsibilities on a temporary basis.
- District Leadership Team, directors and building administrators are responsible for providing ongoing and effective communication and support, about important issues

related to their division, department or school site, with those identified as successors. Those identified as successors to persons in key positions are attending meetings for their supervisors in their absence and are being mentored by supervisors on a recurring basis.

- The Deputy Superintendent possesses the background, expertise, experience and knowledge to serve as an interim superintendent upon Board appointment in case it becomes necessary to appoint an emergency successor. The Superintendent continues to support the Deputy Superintendent in a superintendent role by ensuring awareness and involvement in all key district level communications and decisions. In addition to attendance at all board meetings, workshops, and executive sessions, the Deputy Superintendent engages in teamwork, professional development and discussions of issues that impact the work of the Board of Education. Both the Superintendent and Deputy Superintendent conduct monthly meetings with individual Board members and a weekly meeting with the Board of Education President and Vice President.

Attached is a list of identified successors for the Superintendent, district legal counsel, district chiefs and directors, and building administrators for the 2011-12 school year.



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**2011-12 District Succession List  
 September 6, 2011**

<b>Backup For</b>	<b>Name of Backup</b>	<b>Job Title of Backup</b>
<b>Division of the Superintendent</b>		
John Barry	William Stuart	Deputy Superintendent
William Stuart <i>(no backup per J. Barry)</i>		
Kathleen Hostetler	Brian Donovan	Retained Counsel
	Dick Bump	Caplan & Earnest
Georgia Duran	Dianne Lewis	Coordinator, Communication
Pieter Leenhouts <i>(no backup per J. Barry)</i>		
<b>Division of Accountability and Research</b>		
Lisa Escarcega	Norman Alerta	Director, Accountability & Research
<b>Division of Equity and Engagement</b>		
Barbara Cooper	Bonnie Lavinder	Director, Equity & Engagement
<b>Division of Finance</b>		
Darryl Foster	Adrienne Bradshaw	Director, Finance
Adrienne Bradshaw	Tom McNish	Accountant, Senior
Paul Coleman	Miles Pimentel	Coordinator, Grants
Mona Martinez-Brosh	Susan DiMaggio	Assistant Director, Nutrition Services
Curt Humphrey	Mary Kirschmer	Buyer, Senior
<b>Division of Human Resources</b>		
Damon Smith	Jack Kronser	Director, Human Resources
Jack Kronser	Patrick Sánchez	Director, Human Resources
Patrick Sánchez	Myla Shepherd	Director, Human Resources
Myla Shepherd	Jack Kronser	Director, Human Resources
<b>Division of Instruction</b>		
Tammy Clementi	Susan Olezene	Director, Student Achievement, Curriculum & Prof. Development
Sandra Burdelik	Sheryl Muir	Asst. Director, Student Achievement ESS

<b>Backup For</b>	<b>Name of Backup</b>	<b>Job Title of Backup</b>
Jean Burke	Vicki Weseman	Director, Student Achievement
Sheri Charles	Cassie Parra	Director Student Achievement
Linda Damon	Kevin Riebau	Director, Instructional Technology
Susan Olezene	Rich Patterson	Director, Student Achievement & Pathway Development
Cassie Parra	Sheri Charles	Director, Student Achievement, ECE
Rich Patterson	Susan Olezene	Director, Student Achievement, Curriculum & Professional Learning
Mary Beth Rensberger	Judy Weaver	School Medicaid Program Consultant
Kevin Riebau	Linda Damon	Director, Professional Development
Vicki Weseman	Jean Burke	Director, Student Achievement, ELA
<b>Division of Support Services</b>		
Anthony Sturges	Jim Bittle	Director, Construction Mgt.
Tony Antolini	Peter Blanco	Facilities Rental Manager
Jim Bittle	Amy Spatz	Manager, Design & Construction
Scott Benefield	Mike Kennedy	Supervisor
Steven Clagg	Katherine Pope Hooper	Director, Information Technology Services
Mark Davis	Luis Aroyo	Coordinator, Direct Support
Joshua Hensley	Jaclyn Gorman	Assistant Planner
Katherine Pope-Hooper	Carisa Hull	Analyst, Functional Project Manager
Tudy Wicks	Mike Mickelson	Security Officer
<b>Elementary Principals</b>		
Michelle Barone Montview	Judy Dutcher	Grade 3
Ann Berns Lansing	Bruce Wilcox	Teacher-in-Charge
Cynthia Buchanan Century	Chana Silverman	Social Worker
Grace Choi Sixth Avenue	Josh Jones	Assistant Principal
Carrie Clark Altura	Patrick Partin	TOSA – Admin. Support
Kyle Conley Crawford	Jennifer Buster	Assistant Principal
Jen Dichter Sable	Katie Berry	TOSA – Admin. Support
Chris Fleming	Nicole Drakulich	TOSA – Admin. Support

<b>Backup For</b>	<b>Name of Backup</b>	<b>Job Title of Backup</b>
Virginia Court		
Kathie Garvey Clyde Miller	Christi DesRosier	TOSA
Laurie Godwin Tollgate	Meg McCormick	Assistant Principal
Bonnie Hargrove Dalton	Jan Mock	TOSA – Admin. Support
Lisa Jones Paris	Lisa Stucker	TOSA – Admin. Support
Jennifer Kimpson Fletcher Primary	Christel Howard-Jones	ELA Teacher Leader
Nancy Klinedinst Yale	Nancy Hochstetler	ELD Teacher Leader
Celi Leggett Fletcher Intermed.	Brian DeCaro	TOSA-Dean of Students
Jill Lliteras Fulton	Nilda Lewis	Coordinator, Student
Jan Lotter Wheeling	Kim Pippenger	TOSA- Admin. Support
Suzanne Morris-Sherer Side Creek	Michael Abdale	Assistant Principal
Quinn O’Keefe Laredo	Rebecca Miller	TOSA- Admin. Support
Jennifer Passchier Park Lane	Lori Stack	TOSA – Admin. Support
Mark Rodie Jewell	Cathy Mulqueen	PE- Teacher in Charge
Ronald Schumacher Elkhart	Katie Hartenbach	Assistant Principal
Kevin Shrum Arkansas	Dawn McWilliams	TOSA – Admin. Support
Jocelyn Stephens Vaughn	Angelique Green	TOSA – Admin. Support
Stacey Stuart Vassar	Nancy Taphorn	Grade 3 Teacher
Luann Tallman Iowa	Shannon Kishel	Psychologist
Lisa Toner Peoria	Jesus Germes	TOSA – Admin. Support
Andrea Tucker Lyn Knoll	Moran Bullough Stone	ECE Coordinator
Jeanne Ulrich Dartmouth	Diane Garnett	Life Skills Teacher
Heather Woodward Kenton	Laurie Foster	TOSA – Admin. Support

<b>Backup For</b>	<b>Name of Backup</b>	<b>Job Title of Backup</b>
<b>K-8 Principals</b>		
Marisol Enriquez Vista PEAK Exploratory	Craig Lyle	Director, Operations & Management
Valerie Garcia Aurora Quest K-8	Michael Roth	Assistant Principal
Lisa Grosz Murphy Creek K-8	Patty Lewis	Assistant Principal
Jennifer Pock Boston K-8	Brynn Robles	Counselor
Starla Sieveke-Pearson Frontier K-8	Mary Duran	Assistant Principal
<b>Middle School Principals</b>		
Yvonne Davis South	Rob Feeler	Assistant Principal
Gerardo De La Garza - North	Kurtis Quig	Assistant Principal
Steve Hamilton Columbia	Carla Stonbraker	Assistant Principal
Dale Krueger West	Denise Cordova	Assistant Principal
Fred Quinonez East	Tonya Thompson	Assistant Principal
Ed Snyder Mrachek	Marcia Olson	Assistant Principal
Darla Stump Aurora Hills	Sue Wagoner	Assistant Principal
<b>High School Principals</b>		
Marisol Enriquez Vista PEAK Preparatory	Craig Lyle	Director, Operations & Management
Lynn Fair Central	Ernest Gurrini	Assistant Principal
Jinger Haberer Hinkley	Matthew Willis	Assistant Principal
William Hedges Gateway	John Delaney	Assistant Principal
Teina McConnell Pickens	Mark Van Cleave	Assistant Director
Jane Shirley Wm Smith	David Roll	Assistant Principal
Pam Turner Rangeview	Ronald Fay	Assistant Principal
Randy Wood Central Online H.S.	Matt Ashlock	Site Coordinator
Randy Wood	Melissa Brysh	Site Coordinator

Backup For	Name of Backup	Job Title of Backup
Rangeview Online HS		