



# EXCELLENCE EQUITY & OPPORTUNITY

2023-30 STRATEGIC PLAN

July 10, 2025

## Executive Limitation #2: Emergency Superintendent Succession



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*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.*

## Executive Limitation #2: Emergency Superintendent Succession

- 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, Marty Smith, 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 10, 2025 which includes a recommendation to appoint the Chief of Staff, Marty Smith, to serve as the Superintendent's designee to attend any meeting of the School Board that the Superintendent cannot attend.

## Executive Limitation #2: Emergency Superintendent Succession

- 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.





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