



BENNETT KAYSER
Board Member

7/19/23

Dear Superintendent Deasy,

As caretakers of a multi-billion dollar agency, it is incumbent upon the leadership and governing board of this institution to ensure its stability and ongoing functionality. As part of this responsibility, succession planning is a must, both long and short-term. While there is a proscribed process for replacing Members of the Board, regardless of the reason for leaving; the same should be true of the Los Angeles Unified School District's (LAUSD's) superintendent and senior staff.

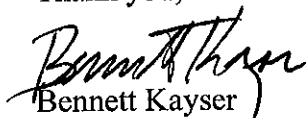
Were LAUSD to be ranked on the Fortune 500 scale, it would place approximately fiftieth. In large organizations, such strategic planning takes time. General Electric maintains that it took six years of discussion to find a successor for Jack Welch (source: Rothwell, *Effective Succession Planning*, 2010.) Not only is this strategic thinking a best practice in the private sector, it is routine in the public sector as well. As the District mandates that every school have an Emergency Plan, so must our leadership and its structure.

As "ChangeFactory," a change management resource states, "Succession planning is not a "nice to have". It is a necessary part of any organisation's ability to reduce risk, create a proven leadership model, preserve organisational memories, smooth business continuity and improve staff morale. The only readily identifiable reason for an organisation to fail to plan for succession is a lack of appreciation of the risks that not planning brings." (source: Dyer, Kevin (succession) [Planning for Success](http://changefactory.com.au/), <http://changefactory.com.au/>)

I therefor request that a succession plan be drawn up by and for the LAUSD Superintendent and senior staff that addresses, but is not limited to, legal considerations (e.g. list any contracts that need to be drawn up or modified in the event of the succession), timetables (phases and action items, start and end dates or periods), and identify risks to said succession plan. Rank risks high to low and the degree of possible impact to LAUSD and list any available contingencies.

The District's succession plan needs to lay-out immediate, short and longterm succession plans delineating timelines, positions and personnel. I would like to ask that a draft of the plan be presented in closed session for review and approval by the Board prior to the beginning of the 2013-14 school year or soon thereafter.

Thank you,


Bennett Kayser

cc: Members, Board of Education
Jefferson Crain, Board Secretariat
Jaime Aquino, Deputy Superintendent of Instruction
Enrique Boull't, Chief Operating Officer
Ronald Chandler, Chief Information Officer
Vivian Eckhian, Chief Human Relations Officer
Matt Hill, Chief Strategy Officer
David Holmquist, General Council
Mark Hovatter, Chief Facilities Executive
Michelle King, Senior Deputy Superintendent
Rowena Lagrosa, Chief of School, Family and Parent/Community Engagement
Donna Muncey, Chief of Intensive Support
Megan Reilly, Chief Financial Officer