

IPIA Leadership Transition Plan

Context: Following an unsuccessful Chief Operations Officer (COO) search in spring 2021, the position was designated as Critical Needs by the Governing Body in May 2021 for a period of two years, in accordance with Nevada Revised Statutes and requirements from the Public Employees Retirement System (PERS). Dr. John Hawk was able to continue to serve as COO Beginning September 2021, following his official retirement. The expiration for the Critical Needs designation is approaching in May 2023. Dr. Hawk has indicated his interest in continuing to work part-time with Nevada State High School (time and effort) and stepping aside from the COO role to allow for new leadership of the Institute of Program Integrity and Accountability (IPIA).

Timeline:

- 10/20/22: Present IPIA Leadership Transition Plan to Governing Body
- 10/24/22: Identify Succession Advisory Team (SAT) members
- 10/27/22: Finalize Chief Integrity and Accountability Officer position description
- 11/1/22: Post Chief Integrity and Accountability Officer position and begin screening applicants
- 11/30/22: Applications for Chief Integrity and Accountability Officer due
- 12/2/22: Screened applications for Chief Integrity and Accountability Officer presented to SAT
- 12/5/22 – 12/9/22: Selected Chief Integrity and Accountability Officer candidates interviewed by SAT
- 12/12/22 – 12/19/22: Top Chief Integrity and Accountability Officer candidates complete NSHS Culture Fit and Core Values
- 1/3/23 – 1/6/23: Top Chief Integrity and Accountability Officer candidates present NSHS Culture Fit and Core Values to SAT & XLT
- 1/19/23: Chief Integrity and Accountability Officer interviews with Governing Body; Final selection made by Governing Body
- 1/20/23: Contract offer made to Chief Integrity and Accountability Officer
- 1/29/23 – 1/31/2023: Chief Integrity and Accountability Officer and current Chief Operations Officer participate in EOS Annual Executive Leadership Retreat (location TBD, extended Culture Fit Project)
- 2/1/23: Chief Integrity and Accountability Officer First Day. Current Chief Operations Officer continues as support for transition.
- 2/1/23 – 6/30/2023: Chief Integrity and Accountability Officer working in role with support from outgoing Chief Operations Officer
- 7/1/23: Outgoing Chief Operations Officer contracting (time & effort) through IPIA as a part-time employee

Current Position accountability chart responsibilities for Chief Operations Officer:

Integrity / Accountability: LMA, Performance Evaluations/Audits, Research & Development, Keeper of Culture, Ideas/Creative