III. Succession Plan

Governing Board:

Ombudsman does not anticipate that any of its officers or directors will retire in the next few years. In the event any officer or director resigns the applicant anticipates that it could leverage its knowledge and experience in the education industry to quickly identify and select a replacement, either inside or outside of its current employees. Any prospective applicant for the Governing Board will be vetted through the Ombudsman Board of Directors who will ensure that the charter and its best interests are maintained.

Any candidate for joining the governing board must meet the following requirements:

- 18 years of age or older
- Have a valid fingerprint clearance card
- Successfully pass a background check
- Must possess an understanding of the Arizona charter school system
- Must share a passion for the Ombudsman program
- Must possess the ability to make sound business decisions
- Must be willing to commit time for meetings and meeting preparation
- Must be a good listener and thoughtful in considering issues
- Must consider and evaluate ideas and the effect of such changes as they influence students, schools and company outcomes
- Must always have the best interests of the students in mind
- Must possess personal integrity, intelligence and appreciate the value of a good education
- Must desire to serve the community and Ombudsman

Leadership and Instructional Staff:

The Ombudsman Leadership Program provides a systematic plan for succession of the leadership and instructional team. Ombudsman staff members throughout the country are encouraged to apply for the Ombudsman Leadership program on an annual basis. Candidates for this program submit a portfolio and complete an extensive interview process. Candidates are chosen for the program and then participate in a series of shadowing and trainings activities across the Ombudsman organization. As openings and needs for leadership and instructional staff occur, candidates from the LDP program are available to move into roles as needed.

Ombudsman seeks to hire staff who are certified and qualified and committed to working with students who are at risk. Ombudsman is able to provide a quality education model utilizing the following staffing to ensure the student:teacher ratio of 10:1 is maintained. All hired staff will comply with all Arizona fingerprinting and background checks. Ombudsman is an Equal

Opportunity Employer that values diversity, and the corporate human resource recruiter seeks to identify and hire members of under-represented groups.