Flagstaff Arts and Leadership Academy
Renewal Application
Succession Plan

Part A – Succession plan for the charter holder

The entity, Flagstaff Arts and Leadership Academy (FALA), the Arizona non-profit corporation, is the charter holder. The Board of Directors (BOD) represents the entity.

The BOD's succession plan includes board development to ensure that the BOD continually identifies and recruits expertise necessary to continue its effective governance. As members retire and resign, candidates are identified to replace the area of expertise the outgoing member possesses.

Part B – Succession plan for school's instructional leadership

FALA is committed to providing professional development opportunities for all faculty and staff. Each annual budget contains funds to provide for such opportunities and the Executive Director (ED) has included obtaining additional funding for professional development in the fundraising plan for FY 11.

All faculty at FALA are required to be Highly Qualified as defined by the Arizona Department of Education at the time of hire or to obtain such designation within a defined time period as negotiated with the Dean of Academy.

FALA is also committed to providing merit pay to teaching staff; however, recent Arizona budgetary constraints will prohibit the school from doing so in FY 11.

FALA provides medical and dental insurance, contributions into employee HSAs, and short and long term disability benefits.

While FALA has a small advertising budget, we rely upon our vast network of our local district and charter schools as well as our connections with Northern Arizona University and Coconino Community College for assistance with faculty recruitment.