KINGMAN ACADEMY OF LEARNING SUCCESSION PLAN

A. Charter Holder Succession Plan

The Corporate Board and Governing Board for Kingman Academy of Learning are identical. Thus the replacement strategy for both the Governing Board and the Corporate Board is the same. Prospective Corporate Board members would be gleaned from Kingman Academy of Learning staff, parents and local business people. The number one criteria for a prospective Corporate Board member would be a consistent demonstration throughout time of personal morals that reflect the philosophy of Kingman Academy of Learning; the importance of high behavior and academic standards and goals, no matter where a student is academically, the importance of parents being intimately involved in their children's education, the importance of being at school every day. Throughout the years there are always people the Corporate Board views as prospective board members in the event a Corporate Board member, retires, resigns or other circumstances.

Kingman Academy of Learning is based on a philosophy that places high importance on high behavior and academic standards and goals, no matter where a student is academically, the importance of parents being intimately involved in their children's education and the importance of being at school every day. The Charter Director and the Charter Administrator are in the classrooms on a regular basis observing all teachers many times over the course of a school year. This observation model allows Charter Administration to see if a classroom teacher's philosophy aligns with the charter philosophy and identify excellent board candidates.

Should a Corporate / Governing Board opening occur, a parent would be considered for a position on the board. Parents are a very strong component of the charter philosophy. Our parents know our philosophy and because of the open door policy School Principals and Charter Administrators maintain with our parents and guardians, our parents are quick to express themselves if they feel a teacher or an activity is not up to the standards and philosophy of Kingman Academy of Learning. This open door policy also allows us to become very familiar with our parents and to determine parents that would be excellent board candidates.

B. Instructional Leadership Team Succession Plan

As stated above, Kingman Academy of Learning is based on a philosophy that places high importance on high behavior and academic standards and goals, no matter where a student is academically, the importance of parents being intimately involved in their children's education and the importance of being at school every day. The evaluation instrument used for classroom teachers reflects this philosophy. School Principals and Charter Administrators are also in the classrooms on a regular basis observing all teachers many times over the course of a school year. This observation model allows School Principals and Charter Administers to see if a classroom teacher's philosophy

aligns with the charter philosophy and identify those teachers who would be excellent candidates for School Principal or Assistant Principal.

Should the position of principal or assistant principal or charter administrator occur, it is our practice to hire from within, if at all possible. We have numerous classroom teachers who have their principal certification.