III. Succession Plan

Since the corporate board and governing board consist of the same members, the same plan that is used to fill an opening on the governing board is used to fill an opening on the corporate board. See Part B. Strength and Stability of the Governing Board.

In the event of the retirement of the Mingus Springs Charter School Director, the Director chooses, with the board's approval, a suitable replacement from the current staff. A suitable replacement must have a minimum of 15 years of teaching experience, a mater's degree in the field of education, and a minimum of five years of service at MSCS. The replacement will intern with the Director for at least one semester, and possibly up to an entire year. If a current staff member is not identified as a suitable candidate, an outside search for a suitable candidate commences. An outside candidate must have a minimum of 15 years teaching experience, a master's degree in the field of education, and knowledge of charter school operations. An interview process with the current Director, two certified staff with tenure of five years or more, and the governing board takes place to narrow the possible candidates. After narrowing the candidates to the final three, a second interview is conducted. The team then makes a decision based on the candidate's qualifications, experiences, and knowledge of charter school operations.

In the event the Director is unable to participate in the selection of a new Director, the governing board and three certified staff with a tenure of five years or more will identify and select a new Director using the same procedures as outlined above.

It has been and will continue to be a goal of MSCS to hire qualified staff. An interview committee is chosen by the Director when a position is vacated. Open positions are advertised in the local newspaper, on the ADE website, and on the MSCS website. The Director screens the applications to determine qualified applicants for the interview process. The interview committee uses the MSCS interview form for the appropriate position during the interview process. After the interviews, the committee discusses the qualifications of the applicant and why the applicant would or would not make a positive addition to MSCS. The committee then chooses the most qualified applicant for the position. All personnel are required to have a fingerprint clearance card and teachers are required to hold an Arizona teaching certificate.

MSCS has prided itself on being a progressive school. Therefore, we encourage and support ongoing professional development. The teachers are encouraged to participate in professional development that incorporates new research in the education field. Each year the teachers seek professional development in an area that they have identified as a goal for improvement.