MONTESSORI DAY PUBLIC SCHOOLS CHARTERED
Charter Renewal Application – May 2010

III b. Detailed Business Plan Section
III Succession Plan
A Succession plan for Charter Holder, officers, and Members of the Board

Montessori Day Public Schools Chartered (MDPSC) relies upon Montessori Day Schools (MDS) for management, staff and facilities. MDS has identified, invested and trained individuals and trained the identified individuals to step into key positions. There are 5 key positions in the organization. Three positions have a current employee ready to step in, one position has an individual in training, and the final position candidate has yet to be identified. We are confident that the individual will be found and trained appropriately.

The MDPSC Board is of the belief that the school has the personnel and resources to continue into the future.

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III b. Detailed Business Plan Section
III Succession Plan
B. Succession plan for instructional leadership team

Instructional Leadership

Teachers work together as a team not individuals to meet common goals and the needs of the child as they move through their educational experience. Teachers with exceptional, demonstrated abilities and results become mentors for other staff and participate on the LEA's Administrative Team.

Incentive pay comprises about 10% of the average teachers pay. It is based on school performance, group performance, individual student progress, leadership and mentoring skills, parent and student feedback, and attitude.

MDPSC, with help from the Foundation for Montessori Education (FME), allocates 2 ½% of revenues for - professional development – tuition grants for university classes – support for Montessori training and certifications – fees paid and time off for state sponsored training programs – cost of experts in areas of need for in-service sessions – support for endorsements needed.

Hiring Standards

- BA
- Montessori Certifications
- Scoring on Interview Questions and observation
- References
- Classroom experience
- Classroom management skills
- Professionalism
- Motivation
- Future potential
- Stability

Ability to attract talent

- Reputation
- Financial Strength
- Contacts developed through 30 years experience in Montessori
- Connections with training centers
- Learning Environments & Mission