Succession Plan

In the event of Mountain School Corporate Board principals resigning or retiring, the continuing members of the board discuss and recommend community leaders who may have an interest in serving the school in a board capacity. The prospective member is approached and invited to a meeting to discuss the possibility of becoming a board member. If all agree to the appointment of the new member, a swearing in ceremony follows and the new board member is trained on procedure and the strategic plan goals as they attend meetings.

The instructional leader succession plan is a three-year process, where a master teacher is groomed to become the instructional leader and eventually the school director. The current instructional leader then becomes the executive director and works on compliance issues and the business side of the school. Eventually there will be the school director, the executive director and the business manager running the school.

The incentive plan adopted by the Mountain School Board on _____ takes into account the many additional ways teachers make the school a richer learning environment. Merit pay is allowed for those teachers tutoring and sponsoring after school clubs that extend and support the school's academic goals. Clubs like The DaVinci Club, Homework Club, Lego League, LaCrosse Club and Running Club all give families after school choices for enriching the children's learning experience. There is no charge to the families for these clubs.

Profession Development is sacred at Mountain School and teachers help make decisions about needed training to stay abreast of current best practices. Much of the professional development provided to the teachers during the past few years has been spent on SEI, RTI, accommodations in the classrooms for special needs students, challenging the top performing students and consistent art and music opportunities for students throughout the daily curriculum.

Mountain School has historically spent the required amount of time and money to find the best possible teachers for our school. We announce openings in enough time to do a thorough search for the best fit for our program. The best applicants are given an interview with a team of teachers, board members, and the school director. Careful deliberation of the team gives us the best choice and the hire is notified and training begins.