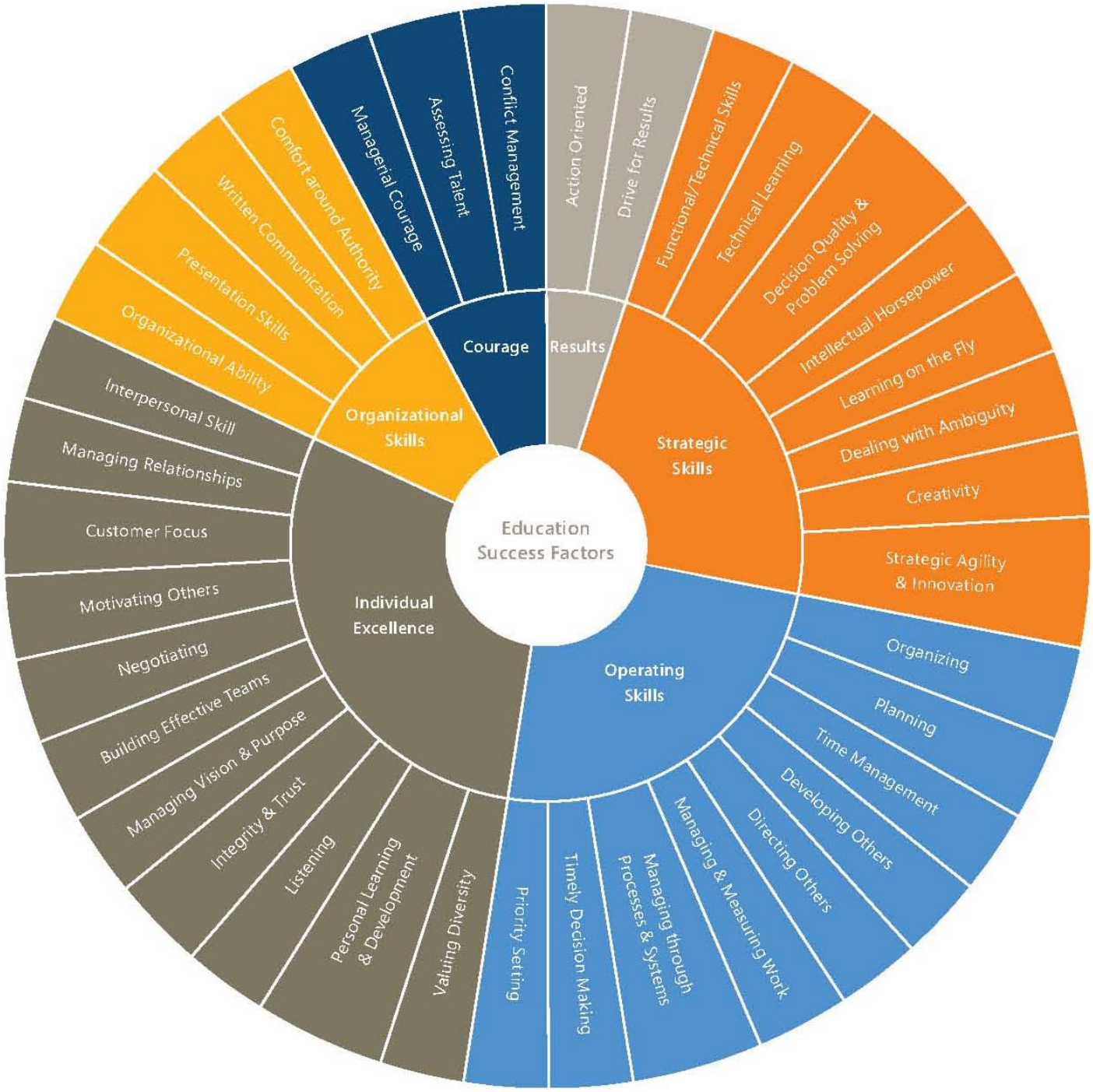
Section III. Succession Plan

Subsection A. Charter Holder Succession

Because the Charter Holder is the same as the Governing Body, this was discussed above. Please refer to Section II, Subsection B, Part 2.

Subsection B. Instructional Leadership Succession

While some teachers may strive to become Principal Educators, all teachers, regardless of aspiration, are expected to continuously improve in accordance with the Microsoft Educational Competency Wheel, (copyright Eichinger and Lombardo).



Teachers are encouraged to earn Montessori Certification and to participate in ongoing professional development, paid for by Sedona Charter School.

When teachers achieve Montessori Certification, they are awarded bonus pay.

Our compensation ladder includes extra points for each certification and teaching endorsement. Our compensation is loosely based on a points scale, below:

Points Scale	
Principal Educator position	15 points
Out Of State teaching credential	1 point
AZ certification for ages taught	5 points
Additional relevant state or Montessori endorsements	5 points each
Montessori certification for ages taught	10 points
Montessori training	10 points
BA	10 points
MS/MA	5 points
PHD	5 points
Montessori (non-SCS) experience	1 point per year, up to 10
Teaching experience (non-SCS)	1 point per year, up to 10
Teaching experience at SCS	1 point per year, up to 10
Admin experience	1 point per year, up to 5
Highly qualified teacher	10 points
Specialized knowledge or skills that benefit the classroom or school as a whole	up to 2 points
Teaching duties	add up to 5 points for extra teaching duties (does not apply to Principal Educators)

Teaching positions are advertised on Montessori websites, in the Arizona Education Jobs Board, through networking, and through advertisements in local newspapers.

When there is a need to hire a new Principal Educator, procedures outlined in Article VI, section B of our By-Laws are followed:

b. Forming a Hiring Committee. When there is a need to hire, or consider hiring, a Principal Educator, the Governing Council shall appoint a Hiring Committee. There shall be 5 to 9 members on the Hiring Committee. Committee members shall be a mix of Principal Educators, Governing Council members, parents, and (optionally) student(s). All 3 classrooms shall have representation on the committee. Hiring Committee members shall be nominated by Governing Council members and appointed by vote of the Governing Council. The Hiring Committee shall be responsible for advertising, reviewing applications, interviewing applicants, and making a written recommendation to the Governing Council. The Hiring Committee shall follow procedures described in the school Policies Manual and chapter 3.4 of the Charter.

Principal Educators hire the members of their teaching team, with final approval by the Governing Council.

Section IV. Facilities Plan

There are no plans for facilities expansion.