Triumphant Learning Center
Succession Plan

Triumphant Learning Center Charter School has fulfilled the envisioned dream. School leadership prepares a succession plan as part of the renewal application. A succession plan addresses retirement, transitioning management, income and estate tax concerns, and financial planning to continue the business. The following systematic methodology provides a logical process for devising and implementing an exit strategy:

- Identify and prioritize the owner's goals

Robin Dutt envisioned and created a school based on the concept of excellence personified. Excellence is not perfection, but is achieving the best at a given moment. Personification is the embodiment, the very core essences of an individual. So excellence personified is the internal desire to do what is right, what is best, what is beneficial first and foremost. This concept is the over arching umbrella for school success. School leadership must have a functioning moral compass and students must have positive role models for success to continue. If the Triumphant Learning Center is to continue pasted the founders, an individual with a vision for academic and personal excellence must step forward. This individual has not been sought out as yet.

- Identify and prepare the management successor

At this time, a successor has not been identified. This individual must have a heart for children, education, and the future of this school community.

- Plan for ownership succession

If the school were to be continued within Robin Dutt's family, her daughter, and or son would be the successor(s). At this time, this is undetermined. Her daughter has a bachelor's degree and her son is serving in the military. Both individuals have teaching skills and have taught as adjunct instructors or as substitutes at various times. Both attended Triumphant Learning Center as elementary students and have an innate understanding of how the school operates.

- Identify methods for transferring ownership

The transferring of ownership may be an outright sale of the school property and charter, or a lease agreement with a possible buyout option. An LLC holds the school property and the use of a buy-sell agreement may be used to outline any formalities in this transfer.

- Develop an implementation strategy

Successful implementation requires an understanding of the big picture as well as all the sequential steps that lead to it. The organization must be equipped for handle a change. Change is always difficult even in the best situations. The best way to overcome resistance is to keep everyone in the loop about the change. Leadership change occurs with any business. People retire, pass on, or change direction.

- Succession of leadership team

The succession of the leadership team will happen in stages. The new leadership would learn how about the current school structure. This younger leadership would need to be able to take over the school and make necessary changes to improve the school without altering the vision ‘Excellence Personified”. It is this vision, “Excellence Personified”, that allows for Triumphant Learning Center’s successful operation.

The school may set aside funds, such as 301 funds, to ensure the possibility of merit pay and for on-going professional development. The concept of flex-hours is possible for some administrative position. Hiring highly qualified personnel that have a moral compass and a heart for student development is a preeminent priority. Providing opportunities to hone teaching skills, bring in new technology, and provide a supportive environment for teaching and learning are goals when bringing in new personnel. Teachers have a supportive administration that constructs a collegial environment to develop trust in this educational institution. This style encourages excellence and not perfection. This modeling of expectation filters to the students and students excel.