Succession Plan Bennett Academy

The Bennett Academy Board of Directors consists of between 4-6 members. The corporation cannot be sold so the corporate board has developed a succession plan.

A system to develop the board using formalized applications and determinations was begun this year as the founders began to contemplate retirement. The transition from founder directed to board directed began with the change in responsibility for selecting board members. It is no longer the prerogative of the founders to select new board members. An application is given to potential board members as they ask about board membership and show interest in the school management. The current board members will determine new board members through a formal process of application, review of expertise, interviewing, and voting.

To fulfill its responsibility to hire and supervise the C.E.O., the Board of Directors will direct support staff to advertise the position both within the organization and to the general public. Whenever possible, Bennett Academy prefers to promote from within to ensure that new employees support the philosophy of the school. Board members will interview candidates, have background investigations done, and hire the best qualified candidate who is in support of the school's philosophy. A job description and written procedures have been developed to facilitate the transition from one employee to the next.

The Principal is hired by the C. E. O. using the same procedure the Board of Directors uses, as outlined above and with input from the faculty and parents.

Corporate Board (which also functions as the School Board)

As the Board needs to add members, it will consider its strengths and attempt to shape itself so that the following categories of representation / expertise are included:

- Retired 21st Century Charter Schools administrator
- 21st C founder
- Retired school personnel from another charter or district school
- Current teacher representative (chosen by the teachers)
- Community representative
- Financial expert
- Other relevant expert (IT, legal, e.g.).

The Bennetts plan to semi-retire within the next 5 years. After the Bennetts retire, both or at least one of them will remain on the board. The board, at the time of their retirement, will examine the job descriptions of each and determine how to replace them if necessary.