SUCCESSION PLAN

The Valley Academy Board of Directors consists of between 3 – 11 members. Board members serve three year terms which may be renewed with an invitation and a majority vote of the board. The board solicits new members from the community and within the parent population. Per corporate bylaws, the Board is an independent body, meaning that its members are not paid employees of the school, and neither they nor their family members have a business relationship with the school.

The C. E. O. is hired by the Board of Directors. In the event of an opening, the Board will direct support staff to advertise the position both within the organization and to the general public. Board members interview candidates, have background investigations done, and hire the best qualified candidate. Written procedures 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. Parents and teachers are invited to assist with this selection process. Whenever possible, Valley Academy prefers to promote from within to ensure that new employees support the philosophy of the school. Mrs. Szostak, the school's current Principal, has submitted her intent to retire at the end of this school year and Mrs. Wilber, the current Assistant Principal, will assume the position of Principal next year. Mrs. Szostak, whose grandson plans to enroll in kindergarten at Valley Academy next year, intends to remain an active Valley grandparent, and possibly act as a substitute teacher. In addition to promoting Mrs. Wilber from Aide to Teacher to Assistant Principal to Principal, Valley Academy has had the privilege of hiring two former students as current Valley Academy teachers.

Valley Academy faculty salaries generally match surrounding district scales. The school offers Arizona State Retirement and generous insurance benefits. The school selects highly qualified teachers with a preference toward certified professionals. Valley supports its staff through varied professional development opportunities and with the establishment of a professional learning community. Parents, administrators and staff appreciate the hard work of teachers, and we celebrate our student's successes together.