Succession Plan

The Corporate Board has been in place solidly since its inception in 1996. The three current members have full intentions of remaining in their positions until unforeseen circumstances (mental incapacity, death, etc.) may prevent them from serving. Representatives of the non-profit corporate board can be replaced simply by a unanimous vote and naming to the position of another representative by the other two members of the non-profit corporate board. In the circumstance which two members of the non-profit corporate board were to meet an untimely death at the same time, the one remaining member may choose two representatives to serve on the Corporate Board.

The three current members are one in vision and purpose in their duties and will choose a replacement representative appropriate to the vision and purpose of Young Scholar's Academy. As mentioned in other paragraphs in other sections, this process can be accomplished within the span of one month, thereby minimizing any direct impact to the daily school operations.

Succession of Instructional Leadership

From the moment a certified teacher is offered a position to teach at Young Scholar's Academy, they have already demonstrated highly-qualified teacher status, leadership qualities, teamwork, and other instrumental qualities to prove themselves worthy of possible succession to higher positions within the school. Possible candidates are interviewed by the Director and a leadership team composed of four or five current teachers who will be assigned to work with this applicant, should they receive the position applied for. By including this team of educators in the interview process, a broader perspective for both the applicant and school is achieved. The applicant can determine whether he/she is capable of working with this group of teachers, and each member of the leadership team is able to determine their compatibility with this applicant, as well.

Each newly-hired teacher is assigned to work directly with the other teacher currently assigned to the same grade level. They are required to confer in lesson planning, daily schedules, special events, student achievement, classroom discipline, and in all other classroom details. Both teachers are required to discuss progress in all areas with the Director so that adjustments or improvements can be made as needed.

Each newly-hired teacher is also required to begin their leadership skills by managing a classroom paraprofessional on a daily basis. They are required to develop daily lesson plans for the classroom parapro as well as supervise all activities in which the classroom parapro is assigned. They are required to monitor the parapro's progress and success with the students and are expected to retrain the classroom parapro as necessary. They are also required to report to the Director as needed.

By the end of the first year, all teachers have developed the minimum leadership qualities which would be required to mentor a new teacher and supervise a classroom parapro. From that point, they continue to develop individual leadership skills throughout their successive years of teaching, which would make

them eligible to progress to higher-level positions. During this time, Young Scholar's Academy provides the funds for every teacher to attend two trainings, seminars, conferences, etc. per year to improve their classroom teaching skills, leadership skills, or supervisory skills.

At this time, if there were an unforeseen need to replace the school's Director, the school's governing body would meet with the current teaching staff for input and applicants. All current teaching staff would have an opportunity to present options and give input on a possible replacement. Preferably this replacement would come from the current teaching staff. The school's governing body would then make the final decision. In this circumstance, Mr. Ray Lange of Lake Havasu City has already agreed to assist the new Director in all areas relating to the school and the ADE, including budgets, grants, reports, operations, etc., until the time in which the new Director was trained in these areas.

Currently, there are at least six members of the teaching staff who would be able to successfully adapt into this position, making the school's viability a non-issue.

In summary, each teacher has the opportunity to further develop their classroom and leadership skills from the moment they are hired at Young Scholar's Academy. They are provided these opportunities through being highly-qualified by the State's standards, by being provided a mentor teacher, by becoming a mentor teacher, by attending trainings and conferences throughout their career, by being members of leadership teams, and by being a supervisor to a classroom paraprofessional. Young Scholar's Academy is proud to be a part of the constant improvement of our teachers!