Succession plan for the charter holder

Vacancies of members of the Governing Board are filled by appointment by the county school superintendent for the unexpired term where the vacancy occurs. If the term that is unexpired is more than two years, the county school superintendent may make an appointment for a term which shall be until the next regular election for the district board members or leave the vacancy until the next regular election. During the absence or disability of the Board President, the Board Secretary acts as the President.

Succession Plan for Instructional leadership

The succession plan for GECHS instructional team include support for teacher and staff development and the hiring of highly qualified individuals. GECHS is a very small school with two administrators, five support staff and twelve teachers. All employment opportunities are posted on the Maricopa Community College web site and are hired following Maricopa Community Colleges hiring practices and policies. Applicants must meet the minimum qualification o f the position before they would allowed to be interviewed by the high school committee comprised of High School leadership, staff, parents, students, and College level administrators. Additionally, as a Title One school and per our Charter teachers must meet the federal" Highly Qualified" standards per NCLB. GECHS offers salaries through a board approved highly competitive salary schedule with steps for both longevity and level of education.

Once hired, GECHS offers many opportunities for professional development of all staff members. Individual professional development plans inform decisions regarding funding of professional development including related or required activities to assist teachers, staff and paraprofessionals. Staff may be offered stipends for becoming highly qualified in additional academic areas. Instructional staff participates in 301 pay for performance based upon attainment of annual goals and other benchmarks per Arizona Department of Education standards.