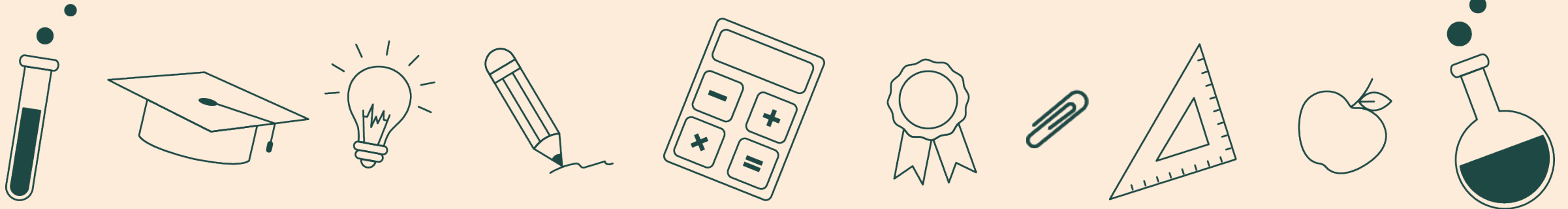


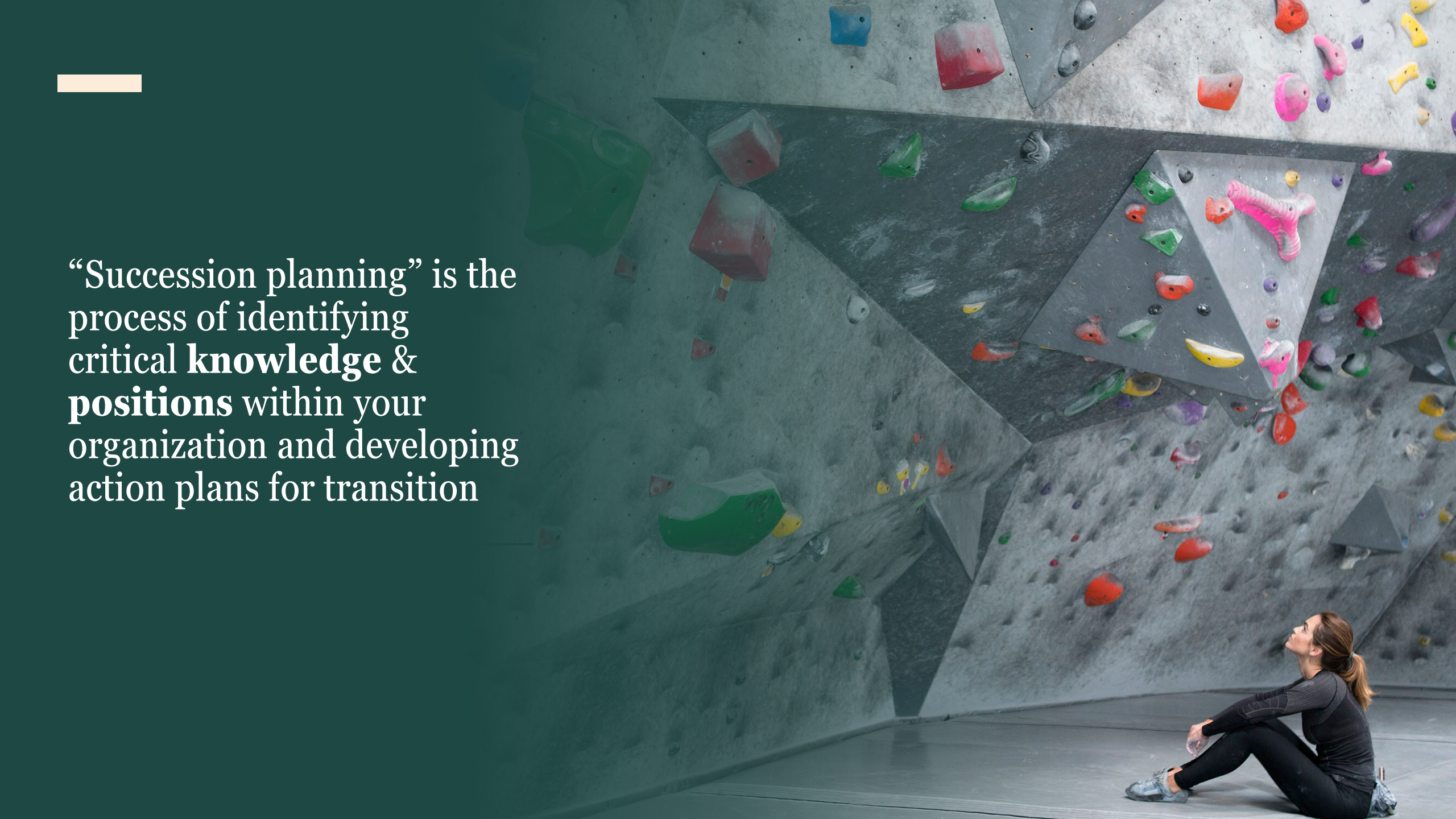


Succession Planning



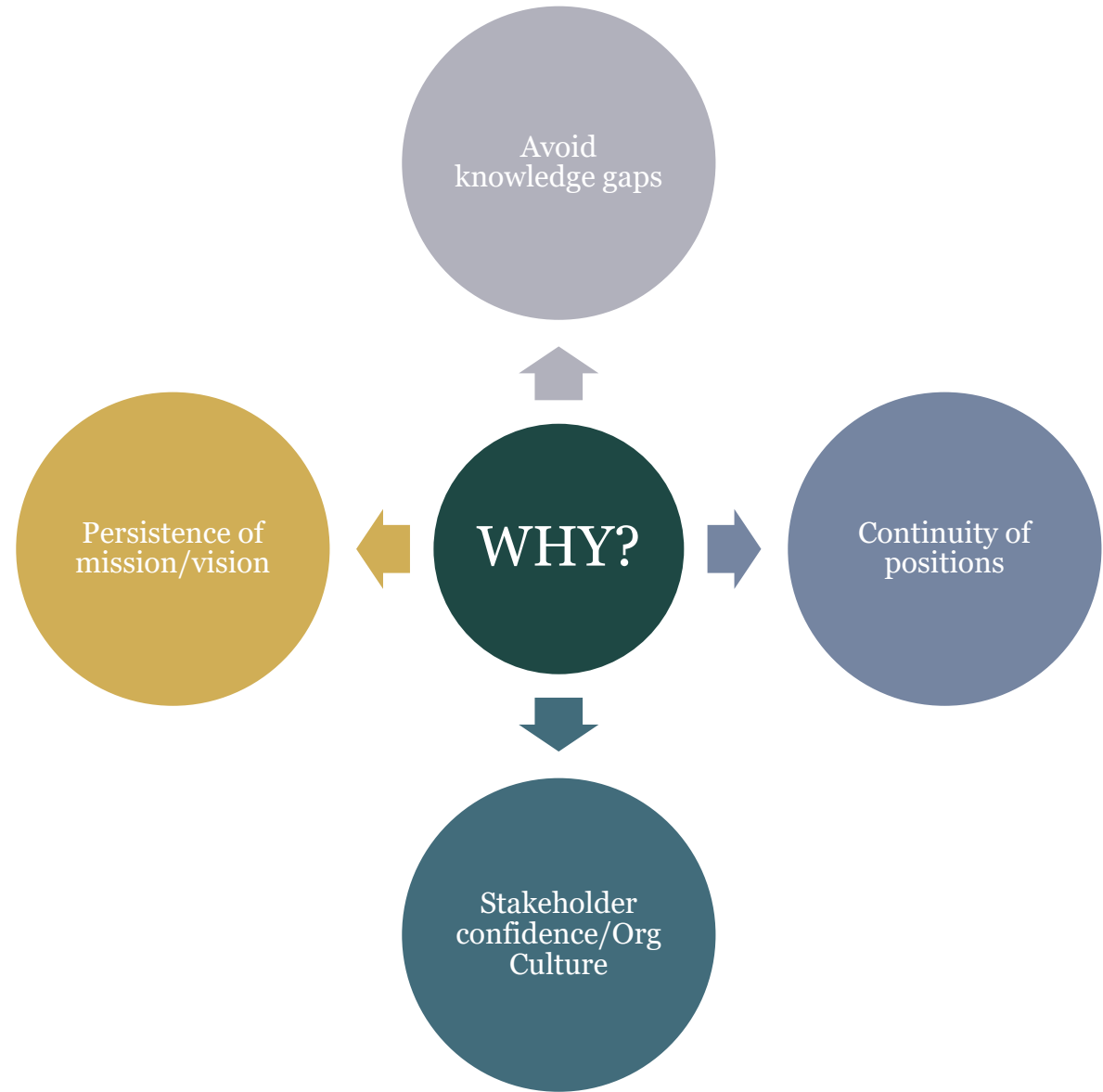
A person is captured in motion, skateboarding on a paved surface. They are wearing a light-colored hoodie, dark blue jeans with a tear at the knee, and dark sneakers with white soles. The skateboard is black with white wheels. The background is a blurred, textured wall, suggesting an urban environment. The overall lighting is dim, creating a moody atmosphere.

Current Landscape

A woman with brown hair tied back, wearing a black long-sleeved shirt and black leggings, is sitting on the grey floor of a climbing gym. She is looking up at a large, complex climbing wall. The wall is made of grey panels and is covered with numerous colorful climbing holds in various shapes and sizes, including red, green, yellow, and pink. The wall has a geometric, angular design. The background is a dark teal color.

“Succession planning” is the process of identifying critical **knowledge** & **positions** within your organization and developing action plans for transition

Why do we care?



Vision

Innovative and superior charter schools advancing education in every community.

Mission

The mission of the State Charter Schools Commission of Georgia is to improve public education by authorizing high-quality charter schools that provide students with better educational opportunities than they would otherwise receive in traditional district schools.

What - Knowledge

- Written
 - Policies & procedures
 - Manuals
 - Keep updated!
- Unwritten
 - !!!
 - The “stuff” that lives in “someone’s” head
 - Cross-training





Who - People - Critical Positions

- Governing Board
 - Leadership
 - Finance
- School Level
 - School Leader
 - CFO
 - Data Clerk
- Other

When – The Timeline for Succession Planning

- Never too early
- Iterative process
- Acknowledge the planned v unplanned
- Triage approach



How — Actual Succession Planning

- Knowledge
 - Updates
 - Cross Training
 - Transition
- People
 - Grow
 - Hire



Grow - Consider Current Employees

- Employees that are ready now?
- Employees that could grow into/develop over time?
- Critical conversations
- Development is critical



Grow — Developing Current Employees

- Goals
 - Employee & Org Alignment
- Current Employee Actions
- Future Employee Actions
- Specific Resources & Training



A photograph of American football players in white jerseys and helmets, kneeling on a grass field. The image is partially obscured by a dark teal overlay on the left side, which contains the text.

Grow - Develop a Pipeline

- Develop a pool of talent to step into critical positions
- Career development strategies

Competencies & Skills

- Competencies
 - Behaviors – Problem Solving, Initiative
- Skills
 - Learned Abilities – Handling Accounts, Analyzing Data



Grow/Hire - Categorize Skill/Competency Gaps

- Developed
- Recruited



Hire - Consider the Candidate Pool

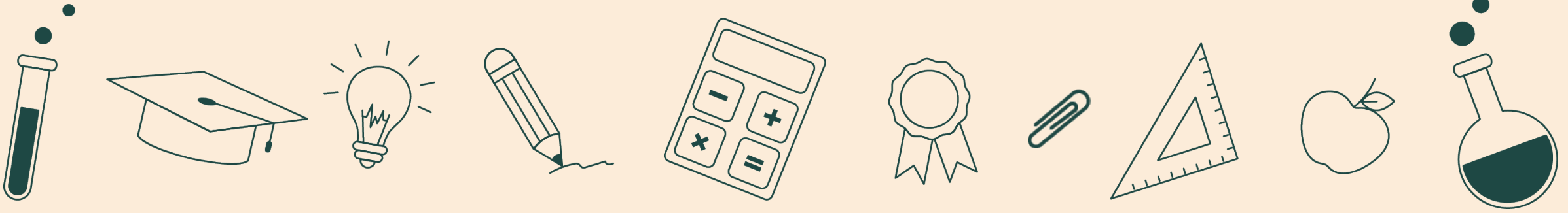
- Niche Talent/Skills
- Job Criteria
- Available Incentives



Common Challenges

- Talent Pool
 - Founder → School Leader
 - Governing board → Volunteers
 - Other (e.g. CFO)
- Unexpected or Unplanned Transitions
- Long-term Planning
- Employee Morale & Buy-In





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