



Casa Esperanza Montessori Charter School Board Affairs Committee Board Member Recruitment Policy 2019

Bylaw Statement Regarding Recruitment Process

Qualifications: A Director shall be willing and able to make decisions as a member of the Board in the best interests of the Corporation and shall submit on an annual basis a conflict of interest disclosure as prescribed by the Board. A Director shall also be at least 21 years of age, be a resident of the State of North Carolina, and hold at least a high school diploma or its equivalent.

School Mission

Casa Esperanza Montessori educates students using the Montessori philosophy and Spanish language acquisition in a way that develops independent, self-motivated individuals who possess the critical thinking skills necessary to become responsible global citizens.

Vision for a Robust Board of Directors

In light of the school's mission, the Board of Directors of Casa Esperanza Montessori will be comprised of members of the business community, outside community leaders and parents of Casa students who share in sound decision making practices that are best for all students, teachers, and staff members of the school. The Board will work diligently to focus on student achievement, acting strategically, recruiting and supporting an exceptional school leader, raising and using resources wisely, and fulfilling all compliance expectations.

Suggested Competencies and Demographics of the Board

It is important for the Board of Directors to be well-balanced with a diverse membership representing many of the skills and competencies mentioned below:

Fundraising, Finance, Facilities Management, Academic/Education, Human Resources, Public Relations, Marketing, Legal, Planning, Project Management, Community Development, Business Owners, Real Estate, Architecture/Building, Accounting, Charter School Law, Governance, Policy Development

Board Member Expectations

Board Members are expected to maintain adherence to the Board Conflict of Interest and the Confidentiality policies as acknowledged upon the start of the Board Members' new term.

Board Member Commitment

Board Members should be committed to maintaining regular and active participation at regular, special and committee meetings.

Recruitment Process

The Board will post a recruitment announcement on the Casa school website at least twice per school year. Candidates will be required to submit application materials by the posted deadline. Board Member applications will be reviewed as needed to fill vacant positions on the Board.

Board Member Term Ending

At least 30 days prior to end of term, the Board will publish to the school community and other avenues that a Board position is coming available. The notice will request that resumes be sent to the Chair of the Board Affairs Committee. Board Affairs Committee Members will review resumes and present potential candidates to the full Board.

Board Member Resignation/Removal from Board

Following a Board Member resignation or removal of a member from the Board of Directors, the current Board members will assess the need for adding another member based on current membership numbers and Bylaw requirements.