

### **Succession Planning for Administrators**

*Just as independent schools invest time in developing strategic plans, admission strategies, and fundraising campaigns, so too should they spend time developing a succession plan to address change in leadership. Any change in school leadership—whether at the head of school or key administrator level—can be disruptive to a school community. Schools should consider succession planning to ensure a smooth transition from one administrator to the next that allows the school to continue operating efficiently. Join Jonathan Ball, Managing Associate at Carney, Sandoe & Associates, for a discussion on how to thoughtfully and effectively prepare a succession plan.*

### **Jonathan Ball, Managing Associate and Director of External Relations & Strategic Partnerships, Carney Sandoe & Associates**

Jonathan graduated from The Manlius Pebble Hill School, DeWitt, NY, and then from the University of Wisconsin, Madison with a B.A. in history.

At Carney Sandoe since 1997, Jonathan has served as Placement Associate, Associate Director of Recruitment and Member Services, Director of Recruitment and School Services, and Director of Marketing. He was promoted to Managing Associate in 2005 and has been placing development, advancement, and communications candidates since 2010. Jonathan implemented a comprehensive college recruitment program and instituted a client marketing, retention, and customer service program.

Jonathan has chaired a resumé critique and job search strategy panel at Columbia University Teachers College, and was a speaker at the doctoral symposium at Stanford University on careers in independent education. He was a keynote speaker on job search strategies in the K-12 educational market at Experience's national conference and presented multiple times at the CASE NAIS Annual Conference on advancement office structure and strategy, in addition to speaking at multiple regional and national events.

Jonathan is the Director of Advancement for the Gardner Carney Leadership Institute and chairs CS&A's volunteer committee.

### **Additional Information**

Participants will earn 1 CPE credit.

Field of Study: Business Management & Organization

Prerequisites: Basic knowledge of independent school finances

Advanced Preparation: None

Program Level: Update

Delivery Method: Group Live