

TRANSITION PLAN DELIVERABLES

Transition Goal	Audience	Deliverable	Completed
Excellence for All	Academic Team	Meet with district's instructional leadership team to review disaggregated achievement data, AYP status of schools, instructional program alignment, and current goals and priority action areas for the district.	Executive Academic Cabinet met February 4 th Noon – 5:00 pm at the Gates Reddy Conference Room at Carnegie Mellon University.
	School visits	School visits at the <i>end of the school day</i> will be utilized to get opportunities to talk with teachers	School visits have been ongoing averaging once a week, but in the mornings. I have had the opportunity to talk with teachers, students, and principals. I have also dropped in on other school events.
	Principal roundtables	The Principal Roundtables (2) will continue.	These had to be rescheduled, in part due to a family emergency. The new dates are: May 16 th and May 17 th at 4:30 pm Both dates will be held at Obama. 10 principals were selected at random for each roundtable.
	Teacher roundtables	Teacher Roundtables (2) will be scheduled to also hear from random groups of teachers on a volunteer basis	I met with 12 teachers, selected at random at Obama March 22 nd and 29 th at 4:00 pm. I also met with PFT Building representatives February 3 rd .
	High schools	High schools are a priority and will be the first visits scheduled as well as get more frequent attention. All high school visits will be completed by March 11, 2011	I dropped in unannounced at each of the high schools in the mornings January 3 - February 11. In some instances, I was able to participate in Promise Readiness Corp meetings, other times I observed faculty meetings and classrooms. I revisited some high schools as necessary and will continue to do so.
	High school principals	Individual meetings will be completed with each high school principal in regard to achievement at their school by April 1st.	I met with each principal and their supervising assistant superintendent February 17 – March 16 in my office.
	Student advisory	Student information will be obtained through Student Advisory and/or Student Roundtables.	A press conference was held with representatives from each high school's newspaper or in some cases, literacy classes April 5 th at noon in the Board Room. A+ Schools sponsored an invitation-only event with <i>Students Engaged in Leadership</i> April 11 th at 5:30 pm at CAPA

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	High school seniors	Find out from every high school senior what their plans are after graduation	Through counselors, all seniors were asked to complete surveys, of 1,431 seniors, 1,072 returned them. Of the 1,072 seniors: 859 have applied somewhere post-high school (i.e.: university, college, vocational program, apprenticeship, military, etc.) 718 have visited a college or trade school 801 have an adult helping them with their application 447 have completed the FAFSA 410 Need assistance in completing the FAFSA
Build Board Relationships	Board president	Meeting with Board President, agree on standing meeting time	Weekly meetings have occurred since January 13 th in my office and are ongoing.
	Board	Meeting with all Board Members-share Transition Plan (by January 31, 2011)	I met with each Board member individually January 5-20 to share my transition plan, my vision for the District, and to learn their background.
	Board	Meet individually with Committee Chairs	I met with each Board member individually January 5-20.
	Board	Work with President to develop meeting schedule for Executive Committee	Monthly meetings with the Executive Committee have occurred since January and are ongoing.
Organizational capacity & alignment	Executive Cabinet	Conduct one-on-one interviews with all unit heads in central services, focusing on alignment and execution of key strategies	I met with each of my direct reports March 14-29 in my office to learn their background, their needs and wants for their department, and the status of their key projects.
Business & Finance	Executive Cabinet	Conduct a retreat with senior staff to train on finance and review current and future budget issues	Executive Cabinet met March 18 th 8AM-5PM at the Gates Center at Carnegie Mellon University. The meeting was facilitated by Mutiu Fagbayi, recommended for his expertise in education finances. The team reconvened March 19 th 10AM-3PM in the Board Committee Room for further discussion. A follow up retreat is scheduled for May 20 th 8AM – 4PM at the Gates Center at CMU with Mr. Fagbayi.

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	Finance Experts	Participate in a training session with outside expert on Pennsylvania school finance	I attended a seminar March 12 8AM-5PM sponsored by the Educational Policy & Leadership Center at the Doubletree Hotel in Monroeville.
	Finance & Operations Dept	Conduct one-on-one meetings with all office heads, ensuring each division has fidelity to its core function and has a student-focused agenda	I met with each unit head in Finance and Operations individually March 23 - April 11 in my office to learn their background, their needs and wants for their department, and the status of their key projects.
Impact Context	Law Dept	Conduct one-on-one meetings with the solicitor to review any current legal proceedings or outstanding judgments against the district and to provide a briefing on state education code with particular attention to statutes currently impacting or likely to impact the district	I met with the solicitor March 11 2:30 pm and March 15 10:00 am.
	Harrisburg	Meeting Allegheny Delegation on issues and points of influence	I went to Harrisburg February 14-15 with team Craig Kwiecinski and Chuck Kolling and met with key senators and representatives as well as the PA Secretary of Education. I returned to Harrisburg April 25-26 with my team.

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Build Community Relationships	Community	<p>The Superintendent and senior staff will host multiple "town hall" meetings using the Strengths-Weaknesses-Opportunities-Threats (SWOT) analysis model to gather community input and initiate continuous dialogues about student achievement and improvement. These meetings will occur throughout different areas of the school district. There will be proactive efforts to meet with stakeholders who have traditionally not attended such forums.</p>	<p>I have participated in a number of activities and events throughout the community hosted by various sponsors including:</p> <ul style="list-style-type: none"> 100 Black Men of Western PA A+ Schools Academy of Trial Lawyers African American Chamber of Congress Allegheny Conference Black Political Empowerment Project Calvary Episcopal Church Carrick Community Council CitiParks Hill District Education Homeless Children’s Education Fund Housing Authority of the City of Pittsburgh Jewish Federation of Pittsburgh Kiwanis Club Pittsburgh Federation of Teachers Strong Women Strong Girls The Pittsburgh Promise Three Rivers Workforce Investment Board University of Pittsburgh Urban League of Greater Pittsburgh

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