



## Director's Transition Management Committee

Purpose: To develop and implement cohesive plans for effective leadership transition.

Overall Objective: To produce a strategic plan, with activities, to help ensure a smooth transition.

Possible specific goals are to:

1. Help clarify and maintain the organization's mission and vision;
2. Help the new Director better understand WAB's history, present situation and future prospects;
3. Maintain the school's existing momentum;
4. Build or re-build organizational infrastructure to move forward;
5. Plan a communication strategy – who will be told what, by whom and by what means;
6. Plan a “get to know you” strategy – who will I meet and by what means;
7. Identify “stakeholders” and determine their role in transition;
8. Articulate the legacy of those before the new Director and review the organization's core competencies;
9. Identify organizational priorities for the future and the kind of leadership that is needed.

Some guiding questions:

- What is the Mission of Schools and how should a school's Mission guide its work?
- How should principles of learning influence educational practice?
- What are the elements of coherent curriculum and assessment system for honoring our Mission?
- How can we appropriately depersonalize educational practices?
- What strategic principles and tactical guidelines can enhance school planning?

Committee Members\*:

- Board member(s)
- Administration
- Parent(s)
- Teachers
- Students
- Support staff

- Director's Personal Assistant
- Others as advised
  
- The size of the committee should be manageable.