

School Consolidation Plan 2013

TUSD

**Governing Board Meeting
January 29, 2013**

School Master Plan



School Consolidation Plan

- ~ Student Achievement ~
- ~ Student Equity and Access ~
- ~ Financial Stability ~

Research

- ▶ Published consolidation studies
- ▶ Listen and learn continuously
 - Our District experts
 - Other Districts' experiences
 - Current Voices
- ▶ Change literature

School Consolidation Plan

Special Thanks & Recognition



- Jon Ben-Asher
- Don Calhoun
- Pam Clarridge
- Cathryn De Salvo
- Norma Flores
- Andrew Kent
- Holly Leman
- Jose Olivas
- David Overstreet
- Marcos Quijada
- Richard Romero
- Katrina Smits
- Kerry Varga

Lessons Learned

- ▶ Minimize disruption at schools during this school year.
- ▶ Attend to physical and emotional transitions for staff, students and families.
- ▶ Continue transition support during next school year.
- ▶ Partner with Community for transition support and property disposition.
- ▶ Secure vacant schools immediately after school year ends.

School Consolidation Plan

School Groups

- ▶ Closing Schools
- ▶ Receiving Schools
- ▶ Efficiency Schools



School Consolidation Plan

Project Management

Structure, Discipline, Precision

Transition Management

Caring for hearts and minds

Project Team

Dedicated, Experienced, Professional

School Consolidation Plan

Project Management Team

Lee E. Hayden

Gina Pesqueira

School Consolidation Plan

Overview

- ▶ What is a project?



Project Management Life Cycle

Project Proposal

Project Delivery Process

Initiate

- Project Charter
- High level scoping
- Stakeholders
- Project kickoff

Plan

- Project plan
- Collab site created
- Requirement Specifications
- Communication Plan
- Resources
- Assessment

Execute

- Design specifications
- Deployment plan
- Transitions Training
- Production Readiness

Close

- Support plan
- Lessons learned
- Assessment
- Closure report

Monitor and Control

Meeting notes, Status reports, Change control, Risk management, Issue log

Benefits of the PM Life Cycle?

- ▶ Standardized process
- ▶ Provides a framework for how projects are managed
- ▶ Flexibility – not all projects are the same
- ▶ Consistency – multiple tasks and people engage with common language, tools and processes

PM Life Cycle

Monitor & Control

Monitor and Control

Meeting notes, Status reports, Change control, Risk management, Issue log

- Regular project meetings
- Changes to project scope are analyzed, documented and prioritized
- Review project timeline
- Project risks are documented and a mitigation strategy is documented.
- Issue log is reviewed and updated

Transitions

Managing Transitions: Making the Most of Change by William Bridges

Transitions Leader: Mary Bouley

School Consolidation Plan



Change is
EXTERNAL
SITUATIONAL



Transition is
INTERNAL
PSYCHOLOGICAL







Dates for Transition Management Workshops

- ▶ **Monday, February 4th**, Sahuaro High School, CTE Room 306/308
- ▶ **Wednesday, February 6th**, District Office, Blue Room
- ▶ **Tuesday, February 12th**, Cholla High School Library
- ▶ **Friday, February 15th**, Cholla High School Library
- ▶ **Monday, February 18th**, District Office, Blue Room
- ▶ **Tuesday, February 26th**, Sahuaro High School, CTE Room 306/308
- ▶ **Wednesday, February 27th**, District Office, Blue Room

All meetings will be from 8am – 11am

Task Categories



Project Plans

School Consolidation Plan

Task Leaders

- ▶ Sam Brown – Court Approval
- ▶ Bryant Nodine – Boundaries & Disposition
- ▶ Mary Bouley – Transitions
- ▶ Kristina Allen – Organization & Structures
- ▶ Pam Palmo – Staffing / Personnel
- ▶ Teri Melendez – Program Placement
- ▶ Marcus Jones – Facility Enhancement & Consolidation Process



Task Leaders

- ▶ Noreen Wiedenfeld – Enrollment
- ▶ Rabih Hamadeh – Technology
- ▶ Sue Heathcote – Moving & Asset Management
- ▶ Ed Lees – Securing Buildings
- ▶ Don Bailes – Salvage & Storage
- ▶ Paul Larson – Transportation
- ▶ Pam Clarridge – Communications
- ▶ Jim Burns – Budget



Site Project Managers

Dannie Adams – Hohokam and
Fort Lowell / Townsend

James Baker – Carson and Schumaker

Ed Lees – Maxwell, Brichta and Menlo Park

Don Bailes – Corbett

Don Schmidt – Howenstine

Ray Stoddard – Wakefield

Linda Wright – Lyons

