



Texas Alliance of Black School Educators

President's Transition Plan

Dr. Michael D. McFarland, President

Purpose

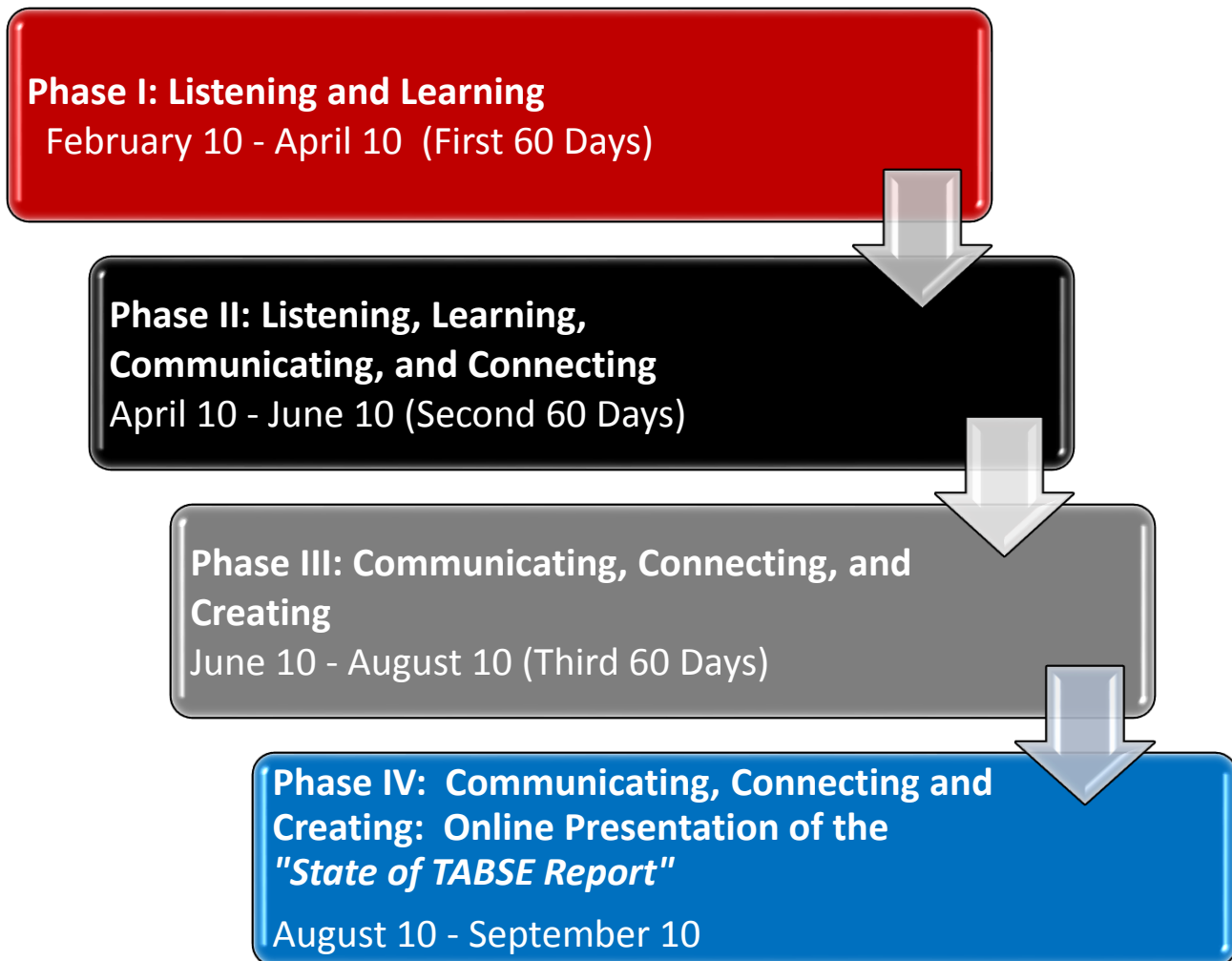
The purpose of the President's Transition Plan is to establish a set of activities that will guide my transition to the role of President of the Texas Alliance of Black School Educators.

It is my intent to "hit the ground listening and learning." Throughout the first 180 days, the entry plan will be used as a guide so that critical time and attention is focused on collecting, analyzing and synthesizing information from stakeholders within and outside of the organization.

These activities are designed to enable the President and Executive Board to efficiently gather information about the organization; to assess the organization's strengths and limitations; to identify critical issues; to build on strengths; and to create a network of contacts and resources that will assist in strengthening and achieving the goals and objectives of TABSE.

Goals and Objectives

The entry plan is designed to guide the listening, learning and leading process. The entry plan has been organized into three phases:



Listening, learning, communicating and connecting will dominate Phase I and Phase II. These phases will consist of meetings with founders, executive board members, presidents, local affiliate members and potential external partner organizations. Bi-monthly updates will be provided to members via the TABSE Today electronic newsletter. A formal detailed report will be provided to the members at the completion of each phase of the Transition Plan.

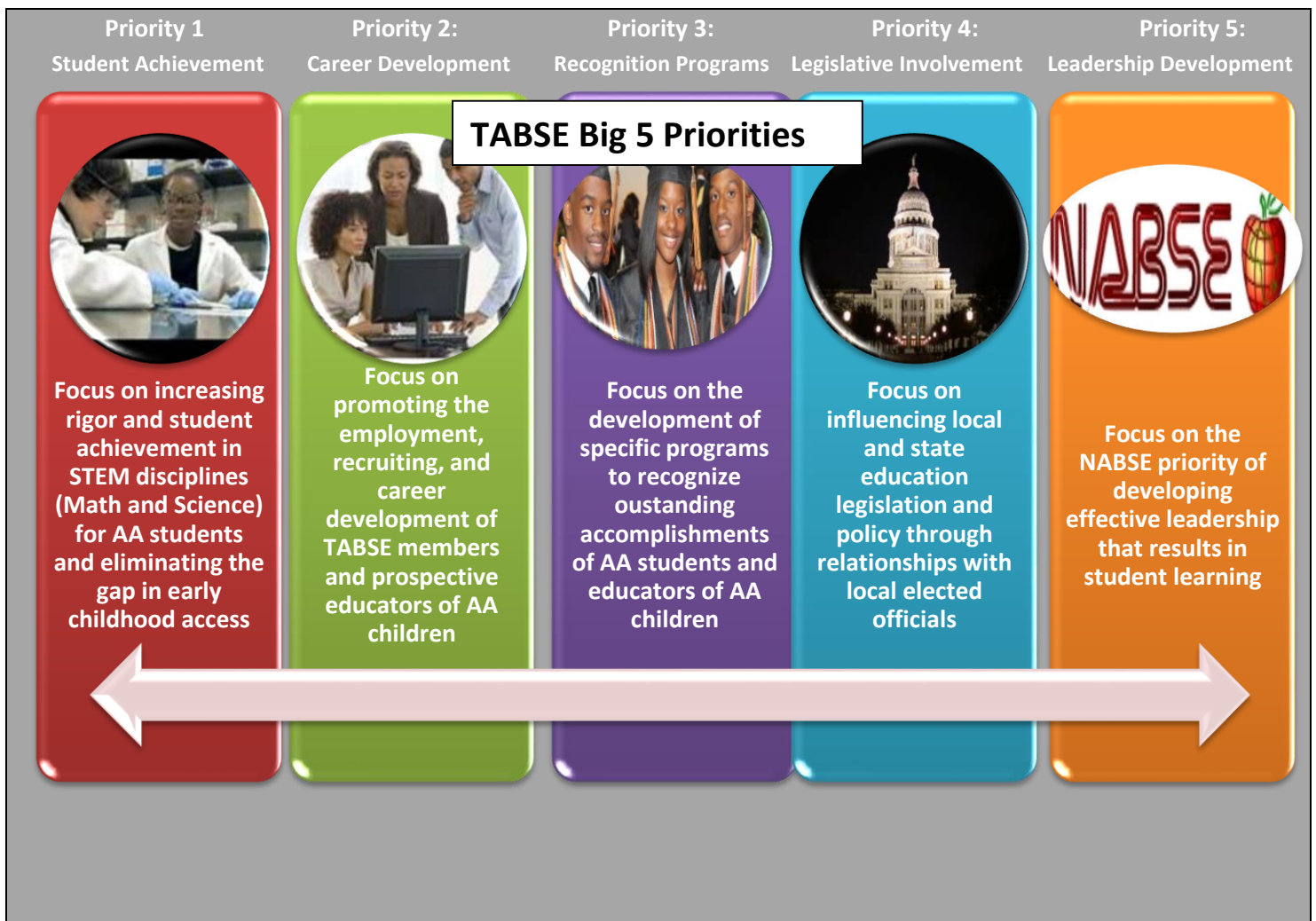
The second half of Phase II through Phase IV will focus on intentional actions designed to communicate the TABSE agenda and actions of local

affiliates, connect interested educators with local affiliates and create affiliates in areas where there's a need and the capacity.

The priorities of the TABSE Agenda will be discussed and action steps will be developed to carry them forward and operationalize our mission. The information collected during each phase of the transition will be used to develop the TABSE RISE 2020 Strategic Agenda.

Priorities listed below will be critical components of the TABSE RISE 2020 Strategic Agenda:

TABSE Big 5



TABSE Aspirations

- The Texas Alliance of Black School Educators aspires to develop activities that are **RELEVANT** to the lives of students and provide support to the educators in the field.
- The Texas Alliance of Black School Educators aspires to develop activities that are **IMPACTFUL** to the learning of students.
- The Texas Alliance of Black School Educators aspires to develop activities that are **SUSTAINABLE**.
- The Texas Alliance of Black School Educators aspires to develop activities that are, above all, **EXCELLENT** in every way.

**TABSE It Is Time To
R. I. S. E.**

TABSE Measurable Outcomes:



Increase TABSE membership
from 650 to 850 by
September 30, 2014



Establish a minimum of 10
new affiliates by
September 30, 2014



Provide \$25,000 in student
scholarships by May 2015



Double the number of NABSE
members from Texas by
November 1, 2014

Phase I & II: Listening and Learning

(Feb 10 – April 10)

During Phases I and II, I will visit affiliates and schedule conferences with founders, presidents, and local affiliate members. The goal during these initial meetings will be to assess the condition of current affiliates, identify potential areas of opportunities, collect information on current and future affiliate projects and share information about the TABSE Big 5. In addition, online surveys will be sent to all members to gather feedback as to how to continue to revitalize the organization.

During the latter part of March and first part of April, I plan to announce the committee appointments, commission chairs and organizational structure based on input received from surveys of membership interest.

Data Collection Methods under consideration:

1. Individual Interviews
2. Small group interviews through affiliate meetings
3. Surveys and Google Forms
4. Site Visits
5. Executive Board Meeting Activities
6. Observation of Affiliate Activities

Target Groups:

Internal Stakeholders		
Executive Board Members	Local Affiliate Members	Texas Association of Black Higher Education Officials
Past Presidents	Superintendents of TABSE members	Representatives from Schools of Education
Affiliate Presidents	Texas Black School Board Caucus	
External Stakeholders		
Vendors	ALAS	Region Service Center
Sponsors	TASA	Commissioners Office

Schedule of Activities

February 10 - March 10

1. 2.11.14...Appoint members to organize the Cummings TABSE Demonstration Schools Institute to be announced at the TOY banquet.
2. 2.13.14...Attend Houston Area Alliance of Black School Educators Teacher of the Year Banquet
3. 2.15.14...Send President's Letter to members and conference attendees
4. 2.17.14...Upload graphic on TABSE priorities and RISE Agenda
5. 2.19.14...Call Executive Board and Presidents of local affiliates to schedule a site visit.
6. 2.19.14...Set calendar of Board meetings and date for Board retreat

7. 2.20.14...Schedule Regional Visits to be completed by July 30th.
8. 2.24.14...Send out TABSE survey to collect feedback on activities and membership interest.
9. 2.24.14...Develop template for Rise 2020 Strategic Design Document
10. 2.24.14...Appoint Legislative Committee to begin working on legislative agenda
11. 2.26.14... Schedule meeting with ALAS, Black Caucus, and Texas Association of Black Higher Education Officials
12. 2.27.14... Visit Fort Worth Alliance Meeting
13. 2.28.18... Identify target areas to start new affiliates and follow up with affiliates in Tyler, North Collin County, and Arlington
14. 3.1.14... Contact TABSE Superintendents and investigate interest in starting an affiliate in their district.
15. 3.2.14... Assign all Aspiring Superintendents to a project or commission
16. 3.2.14... Collect a list of statewide conferences where TABSE can have a table to promote membership
17. 3.2.14... Upload TABSE Dissertations to the TABSE Dissertation Database on the website
18. 3.5.14... Investigate the possibility of starting an affiliate at Sam Houston, SFA, UNT, Paul Quinn, Texas College, Jarvis, Wiley, and other Schools of Education.

19. 3.5.14... Upload the list of TABSE Cadre of Consultants
20. 3.7.14... Reach out to TABSE-led districts and ask Superintendents to ensure that their Districts are Institutional members.
21. 3.10.14... Assign the Development of TABSE Educator Job Bank.
22. 3.10.14... Assign the Development of TABSE Recognition Program to interested members.
23. 3.10.14... Upload articles for the TABSE Today E-newsletter.
24. 3.10.14... Appoint all commissions and committees and conduct conference calls with each.