HEAD OF SCHOOL’S TRANSITION PLAN

To help make the most of his first year as Head of School, Mr. Rosenblum and the Board of Trustees have developed a comprehensive Transition Plan. The plan outlines Mr. Rosenblum’s priorities for the year ahead and the steps he will take to gain a thorough understanding of SDFAS’s people and programs. With SDFAS’s students and their academic and social success always at the center of our efforts, the following objectives will guide Mr. Rosenblum in understanding SDFAS today as well as its possibilities for the future.

Academic & Curriculum Objectives

- Observe teaching and learning in action in order to gain a deep understanding of the curriculum, student experience and pedagogical practice at SDFAS.
- Assess the school’s programs in relation to current best practices; evaluate how well the academic and co-curricular programs represent and communicate the School’s mission, values and common vision.
- Examine the school’s current methods for supporting students with learning challenges and identify areas of improvement.
- Assess the objectives of the school’s professional development program for faculty and staff.

Communication Objectives

- Establish school voice through various communication channels including print, web and social media.
- Evaluate the effectiveness of the school’s communications apparatus and identify areas for improvement.
- Assess school communications regarding its program and values within its current markets and explore expansion into additional markets.
- Participate in the annual head of school evaluation process and solidify goals for next year; communicate goals and objectives to community.

Relationship Objectives

- Establish a strong working relationship with the Board of Trustees.
- Conduct informal, one-on-one meetings with school personnel and create a presence in the lives of SDFAS faculty and staff.
- Meet with the Parent Association’s leadership to build a partnership with the PA.
- Establish a presence in the lives of SDFAS families by connecting with parents and students to learn first-hand about their experiences and ideas.
- Engage in school traditions throughout the year and explore opportunities to develop new ones.
- Begin to build rapport with and develop a knowledge base of SDFAS alumni.
- Meet with San Diego community leaders and represent SDFAS in the independent school community and beyond.

Operational Objectives

- Develop the timeline and process for the school’s next strategic plan.
- Master the strategic elements of the budget, including tuition revenue, philanthropic support and major expenses.
- Appraise and refine the systems related to managing the school’s finances.
- Ensure competitive recruitment and retention practices to maintain superb faculty and staff.
- Assess effectiveness of current administrative structure and educate about any modifications.
- Review existing safety procedures and identify areas for improvement.
- Review, refine, and participate in the school’s admission and outplacement processes.
- Study the school’s financial aid policy and practices to ensure maximum effectiveness.
- Work closely with the Board of Trustees and Physical Facilities Committee to ensure long-term campus security and well-equipped facilities.

Fundraising Objectives

- Work closely with the Development Office to become familiar with SDFAS’s culture of philanthropy.
- Work with the Development Committee to review goals and evaluate the success of SDFAS’s fundraising efforts.