

Dear OSSE Staff:

We did it! Yesterday we delivered the transition plan to the Mayor for his approval. The submitted version is now up on our website. Thank you so much for your feedback and support over the last few months, they have been invaluable in shaping this plan into the very best product we could deliver to Mayor Fenty. Great job, team!

If you have not already done so, I strongly encourage you to read the transition plan at www.osse.dc.gov and submit any questions or thoughts you have through ossetransition@dc.gov or via the suggestion boxes at your respective locations.

Last night we held an Education Stakeholder Reception in the Old Council Chambers (441 4th Street, NW, Ground Floor – South Side) from 6:00 p.m. – 9:00 p.m. It was a well-attended event that provided a public forum for people to gain a deeper understanding of the OSSE.

Last week, I met with OSSE staff from the legacy DCPS SEA. The gamut of emotions ranged from surprise (i.e., “I didn’t think I would be transitioning to the OSSE.”) to shock (i.e., “I can’t believe this is happening.”) to excitement (i.e., “Wow! I hope the OSSE is ready for all the ideas I have!). As expected, people were in different places. The anxiety surrounding bread and butter issues such as salary, benefits, position responsibilities, management and relocation is present and resounding – from **all** OSSE staff. Please know that the OSSE’s leadership is committed to quickly addressing as many of these concerns as possible.

Final revisions are being made to a “frequently asked questions” document that will address some of the more amplified questions and concerns. This document will be disseminated shortly. Orientation and informational sessions, as well as other events are being developed to provide staff with as much information as we have at the moment. It is important for us to remember that the type of change we are experiencing is unprecedented and while we have spent many months carefully planning, there will inevitably be surprises as we move into the future. The pace is fast, the challenge is intense and the work is complicated, but we expected nothing less. The key to a successful transition and integration effort is communication. If you’re sitting at your desk wondering “Have they handled X?” “Do they know about Y?” or “What are they going to do about Z?”, please raise the issue to Dr. Hervey (eurmon.hervey@dc.gov), Rehva Jones (rehva.jones@dc.gov) or me (Deborah.Gist@dc.gov). Let’s embrace this as an opportunity to exercise patience, engage in creative thinking and enhance problem solving.

Have a great week!

Deborah

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