



AISD SCHOOL TRANSITION PLAN OVERVIEW

Executive Summary

The School Consolidation Transition work is intentionally designed as a direct and necessary step toward realizing the district's vision: ensuring every family has access to an excellent, vibrant, and well-resourced neighborhood school. This initiative is crucial for reinvesting resources strained by budget shortfalls and declining enrollment, delivering financial stability, and enriching academic, arts, and athletic programs across the district. Crucially, the comprehensive transition plan is crafted to meet the unique needs of all invested partners—students, staff, parents, and communities—through individualized, tiered support. Campuses facing school closures are prioritized as the Tier 1 (our highest tier of support). This effort requires the collaboration of multiple departments and meaningful engagement with families and the community to ensure a smooth transition.

Guiding Principles

The guiding principles serve as the foundation for the School Consolidation Transition work, ensuring that every decision and action aligns with the district's vision of providing all families access to excellent, well-resourced neighborhood schools, while respecting cultures of our individual school communities.

- **Equitable Access:** Ensure transition resources and decisions prioritize equitable outcomes for all student groups.
- **Transparency:** Maintain open, clear, and frequent communication with all stakeholders.
- **Identity Preservation:** Honor the history and traditions of all merging schools.
- **Continuity:** Ensure seamless continuation of academic and support services.

District and Campus Transition Teams

District Team: The district will establish a transition team to coordinate collaboration across departments and campuses, ensuring a smooth, well-supported process so that every school is fully prepared for a successful start to the 2026–2027 school year.

Campus Team: Campus Principals will select two campus staff members and two caregivers to serve as Campus Ambassadors.

Tiered Support

The district will implement a tiered support model to address the following areas:

- **Students & Family Support**
- **Staff Support**
- **Enrollment Transition Support**
- **Community Transition**
- **Moving Operations and Logistics**



Closure and non-zoned campuses will receive Tier 1 support, campuses with significant boundary changes will receive Tier 2 support, and all remaining campuses will receive targeted assistance. We will also maintain a granular, internal tracker of events and supporting activities to ensure that the needs and rhythms of individual school communities are respected. A separate Transition Plan for staff will be provided by the Talent Strategy Department.

This document outlines the proposed timeline, key events, and resources that support a smooth transition for all stakeholders. **As the plan is still in development, the included items represent an initial scope and will be expanded upon as we progress in developing our comprehensive plan.**

Students & Family Support

Purpose: Ensure continuity, communication, and comfort for students and families during the transition.

Timeline	Activity
Nov- Dec 2025	Parent Communication/Resources Released on How to Speak to Your Child about Changes
December 2025	Family Sessions on helping children manage change.
Jan–May 2026	Student activities and guidance lessons
Jan–May 2026	On-site and drop-in Counseling Offered
Jan–Feb 2026	Middle School course selection sessions
Jan–Feb 2026	High School course selection sessions
Spring 2026	Joint Principal Coffee
Spring 2026	Open Houses
Spring 2026	Activities to celebrate the history of closing schools (story walls, ceremonies, digital memories)
May–June 2026	Principal’s letter to families (afterschool, PTA, clubs, volunteer info)



Enrollment Transition Support

Purpose: Provide school enrollment timeline and options to families.

Timeline	Activity
Dec 2025- Spring 2026	Communication on Enroll Austin timeline Continuous communication via various platform to families
Early Spring 2026	Round 1 Window Opens
Mid Spring 2026	Round 2 Window Opens
Mid Spring 2026	Centralized Enrollment Clinics
Summer 2026	Campus Enrollment Day

Community Transition Support

Purpose: Foster communication, coordination, and shared ownership between closing and receiving campus communities.

Timeline	Activity
Dec 2025	Individual campus principal meetings
Dec 2025	Joint principal meeting
Spring 2026	Joint CAC meeting
Spring 2026	Joint PTA meeting
March 2026	Afterschool Care Transition Planning
March-May 2026	Welcome Week Activity Planning
June- August 2026	Launch Welcome Week activities at new schools (buddies, circles, family socials)



Staff Support

Purpose: Provide a suite of tools and various services to ensure universal staff access to necessary support systems [For more information, you may access the [Staffing Transition Support Plan](#) linked here.]

Timeline	Activity
Ongoing	Employee Assistance Program & Other Resources Communication
Dec 2025	Principals selected & announced
Spring 2026	Onsite Mental Health Therapist
Feb 2026	Match Fair #1 for Internal Candidates (All Position Types)
Mar 2026	Match Fair #2 for Internal Candidates (All Position Types)
April 2026	Internal Candidates Priority Placements Completed
April 2026	Career Fair for Internal & External Candidates

Moving Operations and Logistics

Purpose: Manage the physical relocation of equipment, materials, and resources to receiving campuses.

Timeline	Activity
Feb–Mar 2026	Operations walkthrough of closure buildings with principals for needs assessment
Feb–Mar 2026	Determine move-out/in dates
May–June 2026	Staff device transition
May–June 2026	Student device transition
June- Aug 2026	All resources reallocated & moved to appropriate locations



Example Tiered Support Campus Tracker for School Transition

To guarantee effective and individualized transitional support, internal tracking systems are under development. The structure of the [Example Tiered Support Campus Tracker for School Transition](#) exemplifies this approach, showcasing two distinct tabs: one for standardized Common Tasks and another specifically customized for unique campus needs. Crucially, the campus-specific section incorporates a Gantt Chart functionality to ensure accountability and timely implementation.