

## PROJECTED\* CHANGE AGENT STATES (CAS) TIMELINE

### New State Expansion Plan

#### **Year 1 – March 2007 – March 2008**

- March 1, 2007 CAS Applications due
- March 15, 2007 CAS application process completed; selection of new states announced; new State Coordinators identified.
- April 25-27, 2007 New states attend Nat’l Diversity Conference, Seattle; CAS Consortium meeting; initial introductions and orientation
- 2<sup>nd</sup> Thursday 11ET New states begin participation in monthly Consortium meetings.
- May-June 2007 TBA Two-day Project Coordinator Orientation Training; Framework and Assessment expectations; develop state plan and timeline
- Summer-Fall 07 New states establish Catalyst Teams; compile Organizational Demographic Profile; complete Workplace Climate Surveys with Dr. Rankin; results presented to organization; available for Leadership Training.
- Fall 07 Introductory Leadership Training for system change with Dr. Kirkham for new states and catch-up training for states with leadership turnovers; new states set 5 year state goals based on results of Climate Surveys and other identified needs.
- On-going Participation in project evaluation components; New states work with established states for mentoring guidance.

\* The first year timeline is aggressive attempting to accomplish specific activities per project funding requirements.

#### **Year 2 – 4 March 2008 – March 2011**

- On-going Coordinator and Catalyst Team implement state-specific plans to achieve state goals; states participate in evaluation components.
- On-going New states work with established states for mentoring guidance; begin to serve others in a mentoring role.
- Monthly CAS participation per Activity Chart

#### **Year 5 – March 2011-2012**

New states repeat Organizational Demographic Profile and Workplace Climate Surveys and complete other CAS Project evaluation and reporting requirements

<b>Overview of CAS Consortium Activity Chart</b>	<b>Yr 1</b>	<b>Yr 2</b>	<b>Yr 3</b>	<b>Yr 4</b>	<b>Yr 5</b>
Consortium monthly telephone meetings; committee work	X	X	X	X	X
Consortium on-site meetings 1-2 times annually	X	X	X	X	X
Skill-building led by consortium member expertise	X	X	X	X	X
State Catalyst Teams meet regularly & guide work	X	X	X	X	X
States compile Organizational Demographic Profile	X				X
States conduct Workplace Climate Surveys	X				X
States attend Leadership Training & set 5-Year Goals	X				
States host Leadership training consultant work		X			
States hold diversity skill-building workshops	X	X	X	X	X
States participate in project Evaluation components	X	X	X	X	X
CAS sponsors Nat’l Conference every 2 years to report results	X		X		X
CAS members participate in & contribute to the National Diversity Community of Practice	X	X	X	X	X
CAS Project expands to additional states via RFP	X			X	