A community-wide effort will develop a strategic plan. The leadership team will be prepared to answer these questions for both internal and external audiences.

- Why is STEM our choice?
- Who will benefit from it?
- What research and data have been gathered and used to inform our decisions?
- Who are the essential partners in this process? Are they potential funding agents?
- Where are we in the change process? Initial inquiry? Beginning discussions? Ready to begin the change? Along the way?
- How is the systemwide plan being developed? By whom? Are all aspects of the shift included?
- What process was used to determine priorities or phases in the shift?
- What processes have been effective in disseminating and explaining the proposed changes?
- What plans for regular communication, feedback, and adjustments are built into the process?
- How will we respond to those expressing opposition? Who will take the lead for that responsibility?
How will we discover and address the individual impact to those affected by these changes?

How will we attend the emotional challenges associated with the change process, such as feelings of loss and of fear from faculty members, parents, and students?

Have we established a timeline in which all steps are clearly articulated, with dates for checking in, communicating out, and anticipated completion?