



## EASTON, REDDING, AND REGION 9 SCHOOL DISTRICTS

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#### Tri-District Boards of Education Prepare for Strategic Planning

The Easton, Redding, and Region 9 Boards of Education will engage in a strategic planning initiative next month to renew and revise the original strategic plan that was developed in August of 2004. The process – which will involve approximately forty-five individuals from across the districts - will consist of a careful review of the action plans associated with the 2004 plan, followed by in-depth discussion regarding priorities for the future work of the Boards and districts. Although the five schools in Easton and Redding are recognized often for their overall excellence, members of the Boards of Education are deeply committed to working with staff, students, and community members to provide opportunities to make the schools even better. The 2004 strategic plan has been a very important factor in the continuous improvement of the school districts, sustaining focus on the most essential work related to improving teaching and learning.

Superintendent of Schools Michael Cicchetti noted, “Thoughtful planning and effective implementation are essential for the ongoing improvement of our school districts. Having completed my first eight months as superintendent, I am very excited about the opportunity to come together with such a representative group of individuals to help shape the future direction of teaching and learning in our schools. I applaud the Boards’ commitment to continuous improvement, specifically their support of the upcoming strategic planning work. I am confident that the commitment from the Easton and Redding communities will be equally strong.”

The process will consist of two phases, the first of which is a focus group activity that will provide representative members of the Easton and Redding communities an opportunity to share their thoughts and views on the quality of education being provided for students. Parents, students, community members, and representatives from each town government and police department will convene for a full morning of discussion. Information from the focus group activity will be used in the second phase of the process, which will consist of a three-day planning session to actually renew and revise the 2004 plan to reflect the current educational needs of the districts. Participants in this phase will include representatives from the three Boards of Education, teachers, non-certified staff, and administrators. On the afternoon of the third and final day of the planning session, members of the focus group and all Board of Education members will be invited to attend a session where a draft of the new plan will be presented.

In September, a formal presentation of the new strategic plan will be made to the Boards of Education for their approval. Implementation action plans related to the goals of the new strategic plan will then be developed over the course of the next several months, with periodic updates provided at Board meetings and parent meetings throughout the year.

The three-day August planning session will be led by Senior Associate Howard Feddema of Cambridge Strategic Services. Dr. Feddema led the development of the original strategic plan in 2004. Superintendent of Schools Michael Cicchetti will lead the half-day community-based focus group and will also serve as internal facilitator for the three-day session. Assistant Superintendent E. Marie Mas will host the sessions.

Information and updates will be sent to parents via the listserv as well as posted to the district Web site ([www.er9.org](http://www.er9.org)) in an effort to keep the greater school communities informed of the strategic planning process. An Executive Summary of the 2004 ER9 Strategic Planning Process, prepared by Assistant Superintendent Mas, is one of the documents available on the Web site.

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