



Regional School District #4 Chester – Deep River – Essex

Vision and Mission Statements, Core Beliefs, and Strategic Goals

Vision Statement

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Our schools endeavor to develop an educational program of excellence where all students achieve at high levels and best instructional strategies are pursued in an environment of inquiry, collaboration, support and trust.

Mission Statement

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We, the schools of Chester, Deep River, Essex, and Region 4, engage all students in a rigorous, challenging, and cohesive educational program. As a community of learners, we foster individual student achievement and empower students to excel in an environment of collaboration, responsibility, and mutual respect. We prepare our students to be knowledgeable, involved citizens in a rapidly changing world.

Core Beliefs

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Teaching: **We believe** in high academic standards in an environment where all students are challenged, supported, and engaged.

Learning: **We believe** that all students can learn at high levels. Our attitudes, expectations, and effort directly impact student achievement and life-long learning.

Leadership: **We believe** that effective leadership exhibits all aspects of our mission and beliefs, and creates an environment of trust, cooperation, and understanding, where all members of the school community strive for continuous district-wide improvement.

Culture and Climate: **We believe** a safe and supportive learning environment requires a culture of collaboration, trust, open communication, tolerance, and respect for and among all stakeholders.

Community: **We value** every child and believe that it is the shared responsibility of the entire community to educate, support, and nurture each child. We should be held accountable for the results, for the resources provided, and for the accomplishment of our mission and goals.

Strategic Goals

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Teaching: To attract, retain, develop, and supervise the best possible staff for our schools.

Learning: To ensure the continuous progress of each student by implementing a challenging curriculum with clearly stated benchmarks.

Leadership: To promote, model, and implement the mission, vision, beliefs, goals, and improvement plans of the schools and the PK-12 district.

Culture and Climate: To foster and sustain a climate of professionalism, trust and high expectations that is collaborative, respectful, nurturing, and safe for members of the school community.

Community: To build community support and involvement for the school system.

Strategic Goal 1

Teaching: To attract, retain, develop, and supervise the best possible staff for our schools.

Action statements:

1. Revise the teacher evaluation plan to ensure the proper supervision, support, and evaluation of certified and non-certified staff.
2. Improve professional development opportunities to support the growth of administration, faculty, and staff in the delivery of high quality instruction.
3. Enhance the new teacher and staff induction and mentor program that serves to develop and retain staff.

Learning: To ensure the continuous progress of each student by implementing a challenging curriculum with clearly stated benchmarks.

Action statements:

1. Support site-based “school improvement team” processes and recommendations to improve student learning PK-12.
2. Utilize the commendations and recommendations made by NEASC for school improvement at VRHS.
3. Develop a rigorous, well-articulated PK-12 curriculum with identified essential learnings and clearly stated, measurable bench marks to ensure students possess high academic skills and positive social behaviors at graduation.
4. Evaluate and revise the process of curriculum development and new course recommendations.

Strategic Goal 2

Strategic Goal 3

Leadership: To promote, model, and implement the mission, vision, beliefs, goals, and improvement plans of the schools and the PK-12 district.

Action statements:

1. Investigate and implement alternative designs for board meetings and committees to promote the goals of the PK- 12 district.
2. Support the recruitment and development of a strong district leadership team thereby enhancing the district's overall capacity to guide district improvement.

Culture and Climate: To foster and sustain a climate of professionalism, trust and high expectations that is collaborative, respectful, nurturing, and safe for members of the school community.

Action statements:

1. The Board, Administration, Faculty, Staff, Students, and School Community will identify and model a core set of values essential to a civil society. (Support and expand the social development program PK-12.)
2. Assess, develop, and/or revise policies addressing safety and climate.

Strategic Goal 5

Community: To build community support and involvement for the school system.

Action statements:

1. Develop a regular, systematic method for communication to the community. Establish a systematic effort to encourage community dialogue regarding educational issues.
2. Bring fiscal management into alignment with policy and statute.
3. Improve budget process, budget format, and financial reports to increase confidence and trust by the Boards of Education, Boards of Finance, and Boards of Selectmen.