

September 10, 2026

Dear Staff, Students, Parents, Board and Community Members,

Now that the [Strategic Plan](#) has been completed, an important question remains: How will we know whether it is making a meaningful difference? To help answer this question and ensure the plan continues to have an impact, I am forming a Strategic Plan Engagement Committee and am seeking individuals who are interested in serving on the committee.

Purpose

The Strategic Plan Engagement Committee will advise the Superintendent and Board of Directors during the first year of implementation of the RSU 5 Strategic Plan.

The committee will help develop common understanding of how implementation is progressing, hear perspectives from across the RSU 5 community, identify emerging challenges and opportunities, and recommend priorities for ongoing implementation of the Strategic Plan.

The committee does not implement the Strategic Plan, direct staff, or exercise authority on behalf of the Superintendent or Board of Directors.

Charge

During 2026–2027, the committee will:

- Explore and celebrate progress and successes in implementing the Strategic Plan's priorities.
- Listen to and gather perspectives from students, staff, families, and community members about their experiences with implementation.
- Identify emerging challenges and opportunities and advise the Superintendent and Board of Directors on areas that may require additional attention.
- Recommend priorities for the coming year based on progress, successes, community perspectives, and emerging needs.

Membership

The committee will include representatives of the major RSU 5 constituent groups, including:

- Superintendent and Assistant Superintendent
- 3 school administrators/directors
- 6 educators - 1 educator from each school in the district
- 3 support staff
- 2 high school students
- 2 middle school students (1 from DCS, 1 from FMS)
- 3 parents/community members (one from each town in the district)
- 2 members of the Board of Directors

If you are interested in being considered as a member of the committee, please submit a letter of interest to Ginny McManus at mcmanusg@rsu5.org by 12:00 p.m. on Wednesday, September 23, 2026. **Please indicate what strengths you would bring to the committee and your ability to commit to the dates.** We will consider all letters and inform people selected to be part of the committee by Friday, September 25, 2026.

Meetings

The committee will meet three times during the 2026–2027 school year. Dates and times are as follows:

- Wednesday, October 14, 2026 @ Pownal Elementary School - 6:00 - 7:30 p.m.
- Tuesday, January 19, 2027 @ Durham Community School - 6:00 - 7:30 p.m.
- Monday, May 17, 2027 @ Freeport High School - 6:00 - 7:30 p.m.

Each meeting will include:

1. Progress & Successes – What progress are we seeing in implementation? What successes deserve recognition?
2. Perspectives & Experiences – What are students, staff, families, and community members experiencing and saying?
3. Challenges & Opportunities – What challenges or emerging opportunities are we hearing about? What may require additional consideration?
4. Priorities & Recommendations – Based on what we are learning, what should the Superintendent or Board prioritize as we move forward?

End of School Year Report

At the conclusion of the school year, the committee will provide the Superintendent and Board of Directors with a brief report addressing:

- Progress & Successes: What progress has been made in implementing the Strategic Plan, and what successes deserve recognition?
- Perspectives & Experiences: What are students, staff, families, and community members experiencing and saying about the implementation of the Strategic Plan?
- Challenges & Opportunities: What challenges or emerging opportunities should the Superintendent and Board be aware of?
- Priorities & Recommendations: Based on what the committee has learned, what should be prioritized in the coming year?

Sincerely,
Tom Gray
Superintendent of Schools