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STRATEGIC PLANNING FOR COURT CONSOLIDATION

Court consolidation in Missouri is defined as the organization under a single appointing authority of all non-statutory state paid court positions assigned to the courts. Court consolidation efforts nationwide are continually increasing and several states have completely consolidated every county in their state. Missouri has acknowledged the advantages to consolidation in the courts where there are the right combination of people, facilities and resources. The St. Charles County Circuit Court is beginning to recognize some of the advantages even though many of these efforts are usually met with some resistance.

This research project's objectives are to identify what strategic steps were taken by other courts in planning court consolidation implementation. In determining these strategic steps, an analysis of the size of the court will help determine if there is a difference on what steps need to be taken. This research project is designed to help St. Charles County develop a strategic plan for court consolidation implementation.

This research project reviews relevant literature on court consolidation

and strategies used to implement changes in the court. This project also surveys all unified courts in California on what committees, training and communications were used during their unification implementation. This information is also broken down by the size of the county to explore the amount of strategic planning used in individual counties.

The research questionnaire was mailed to all 58 counties in California that have recently consolidated the superior and municipal court systems to assess the amount of planning utilized in their endeavor. This information is also broken down by the size of the county to explore the amount of strategic planning used in individual counties.

This research shows that even though a remarkably large number of courts believed that training in job procedures, team building motivation and change management were important, the majority of the courts either didn't use these tools or they were only used by the larger courts. Most courts agreed that communication was the key to a successful consolidation implementation and that personnel attitude toward the consolidation effort, even if it was negative before implementation, after a period of time the consolidation effort is seen by participants as a positive step.

This [research paper](#) is available in its entirety in portable document format. To access, you must first obtain and install the Adobe Acrobat Reader



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