

## DCBS Strategic Planning Overview and Progress

### What is strategic planning?

Strategic planning is essentially decisions and actions that shape our agency as a whole and relate to fundamental questions such as who we are, what we do, and why we do it. Strategic planning is a proactive way to determine our objectives and initiatives at an agency level as well as provide a vision of how we are going to achieve them in the future.

### What's new for DCBS strategic planning this time around?

Our director determined early on that a new strategic plan for DCBS would be inclusive of our internal and external stakeholders and not a decision of management alone. As a first step, we established a Strategic Planning Steering Committee that represents employees and managers across our agency to make decisions throughout the project. Committee members include Amy Parker, Kim Ritts, Garilee Brown, Aaron Corvin, Katie Whitehead, Veronica Murray, TK Keen, Alana Cox, Tricia Patel-Burch, Kara Null, Mary Moller, and Andrew Stolfi.

### What have we accomplished?

The project officially kicked off in June 2022, and we began this process with pre-planning and lessons learned from previous strategic planning efforts. As we researched and gathered information, we drafted new DCBS mission, vision, and values statements, and established questions to ask our stakeholders for feedback. We surveyed stakeholders from October through mid-November and facilitated focus groups of internal employees at the division level or the various groups they serve, such as Diversity Equity, and Inclusion Council, the Multicultural Communications Program, SEIU, AFSCME, and middle management.

### What's next?

- We will meet with external stakeholders for feedback and then review all the feedback from internal and external stakeholders.
- We will compare and identify common stakeholder feedback themes with our strengths, weaknesses, opportunities, and threats (SWOT) topics discussed at the Executive team retreat in 2022.

We will work with the Strategic Planning Steering Committee to make decisions on the following:

- Review stakeholder feedback and determine changes as needed.
- Identify initiatives and objectives to work on for the next three to five years.
- Identify performance measures to help keep us on track and hold us accountable.
- Draft, review, and finalize the agency strategic plan.

### Who to contact for questions?

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