



Strategic Update 2024 -28

Committee for Community Involvement

December 19, 2023

County Administrative Office

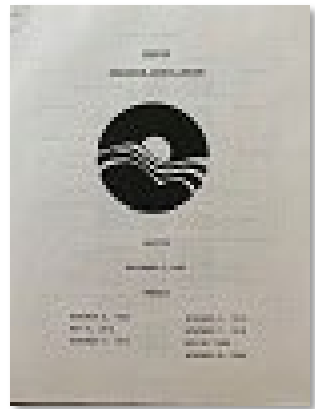
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Overview

- History of Washington County's Strategic Plan
- Strategic Update process so far
 - Vision
 - Mission
 - Four Fundamentals
- Plans for public engagement
- Questions and answers

→ Strategic Plan History



1986

Original County 2000 Strategic Plan adopted by the Board of County Commissioners. This plan identified service delivery roles, principles and priorities for the organization.



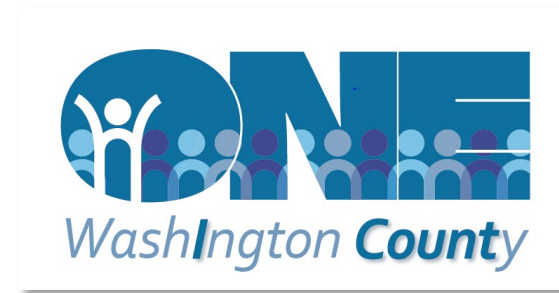
Early 1990s

The Board adopted minor adjustments in the early 1990s, after a two-year review process and public hearings. The 1993-94 version was the last time the Board officially changed the Strategic Plan.



2005

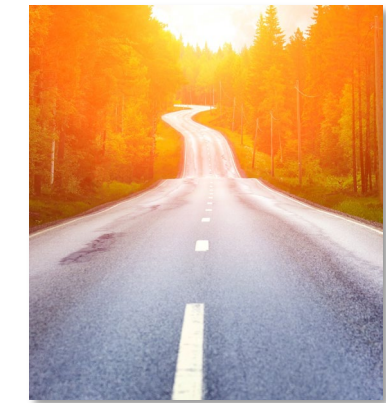
The Board sought to condense the Strategic Plan from 60 to 17 pages and make minor updates. This shorter working draft was shared on the County web and a brief public input period followed. The working draft was not formally adopted.



Now

The Board is developing a Strategic Update to the adopted Strategic Plan with changes to align to One Washington County language. Public input will be sought from Jan. 11 to Feb. 16.

In four year's time, after the County has implemented foundational systems improvements, a more extensive update to the Strategic Plan is anticipated.



2028

The Board's target date for launching a comprehensive review of Washington County's Strategic Plan, including a community vision.



Strategic Update Road Map

Roundtable Date	Focus Area	Session Deliverables
November 2, 2023	WHY: Grounding and Alignment – One Washington County	<ul style="list-style-type: none">• Develop revisions to mission, vision• Provide input and direction to “Four Fundamentals”
November 6 & December 4, 2023	BRIEFING: Updates for Advisory Council on Racial Equity	
December 7, 2023	HOW: The Approach to Implement Design the Future	<ul style="list-style-type: none">• Finalize and approve revised “Four Fundamentals,” “Mission and Vision”• Provide input and direction to “Organizational Goals”
December 19, 2023	BRIEFING: Update for the Committee for Community Involvement	
January 11, 2023	WHAT: Strategic Goal Setting and Update	<ul style="list-style-type: none">• Finalize and approve revised “Organizational Goals”• Finalize DRAFT Strategic Update 2024-26

You are here! →

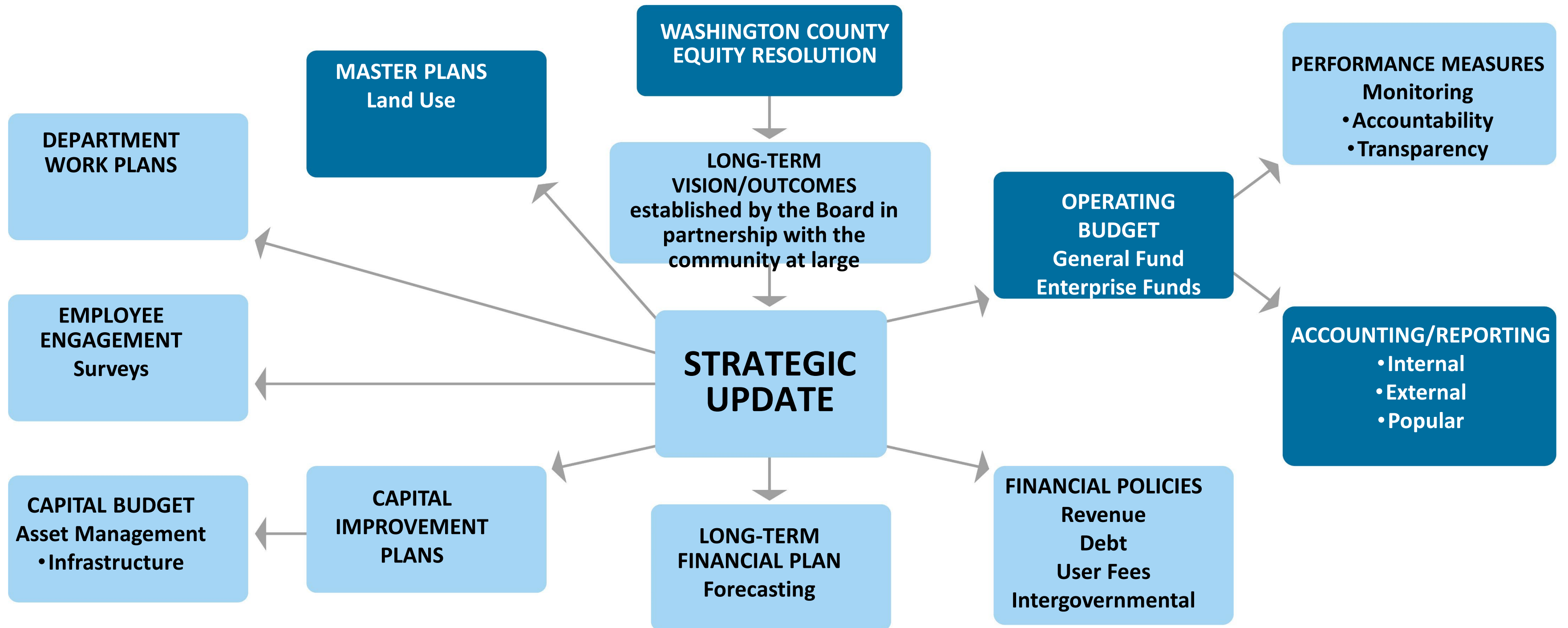


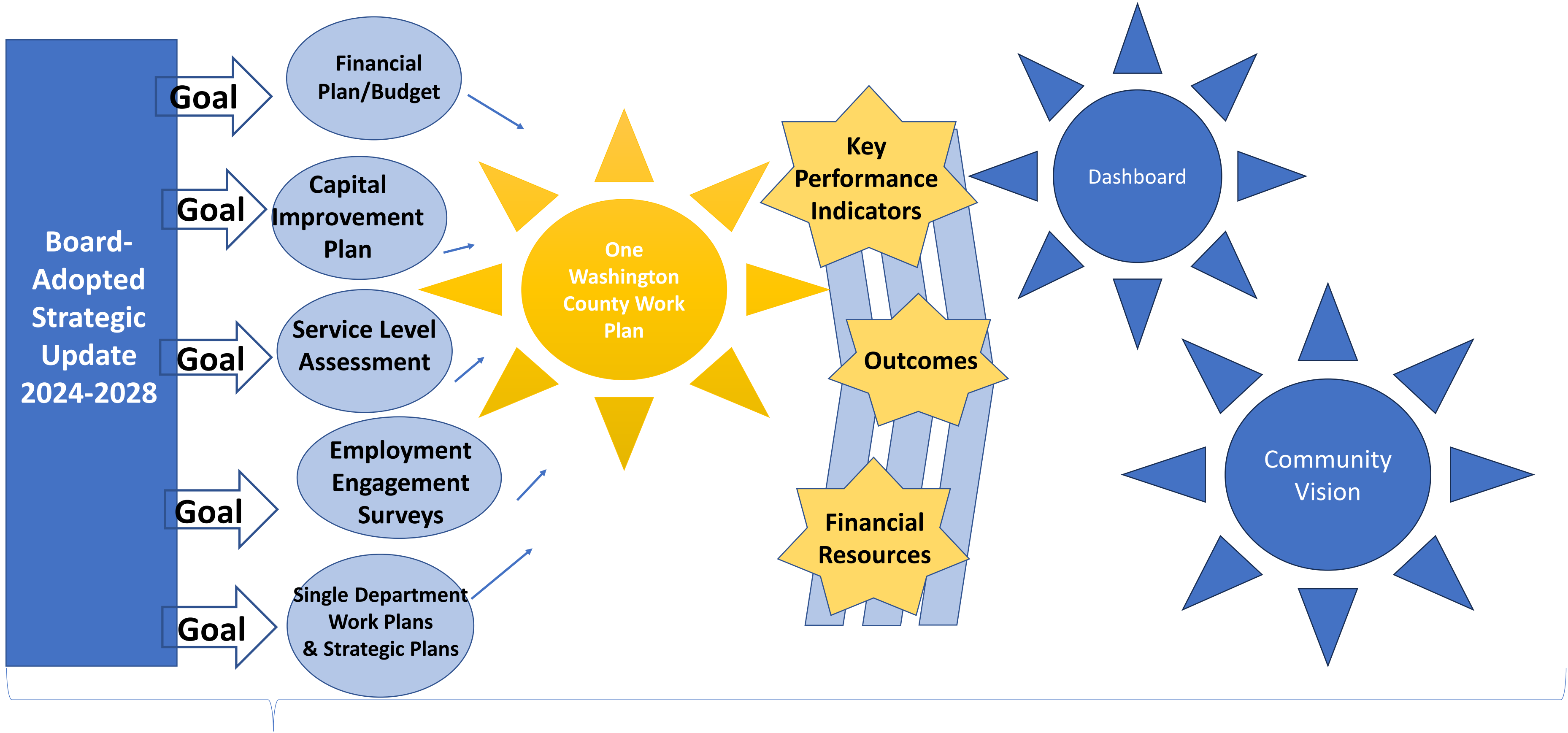
Strategic Update Elements

Document Element	BCC Roundtable Review Date
Introduction	01/11
Vision	11/2
Our Mission	11/2
Guiding Principles	Complete
Four Fundamentals	11/2
Organizational Goals	12/7

Management System

Light blue boxes indicate a management structure/system that needs to be developed or reviewed
 Dark blue boxes indicate a management structure/system already in place





Guided by these principles: Mission Driven, Accountability & Stewardship, Integrity & Trust, Equity & Inclusion, Valued Employees, Collaboration



Vision

“One Washington County”

One Washington County is our unifying effort that produces a vision for a special community and mission-focused organization that can better serve the community now and in the years ahead.



Mission

Design the Future

Washington County is a leading-edge, mission-focused organization that successfully serves the community now and in the years ahead. We are a human-centered organization that integrates equity into decision-making and supports the health, effectiveness, creativity and talents of our employees as public servants and the residents whom we serve.



Four Fundamentals

FUNDAMENTAL 1: WE OPERATE WITH A COLLECTIVE MINDSET – ONE WASHINGTON COUNTY

What makes Washington County special is the acknowledgement that our diversity is an asset, and we all need each other. Our community is stronger because we recognize the power and promise of every resident. We value collaboration and cooperation and utilize this approach in all of our relationships amongst other local governments, community-based nonprofits, businesses and civic and faith-based organizations. The County relies on both the participation of these organizations as well as individuals and families to provide the range of services needed in our community.



Four Fundamentals

FUNDAMENTAL 2: WE BUILD CAPACITY AND A POSITIVE CULTURE

To effectively serve Washington County residents, we recognize that the employees of Washington County are key drivers of excellence and customer service. To support employees in these roles, we will continue to invest in the development and empowerment of staff to perform their day-to-day activities while also providing opportunities to learn new skill sets. We will also continue to support organizational work to build a positive culture of inclusion and belonging where employees feel seen, heard and valued. We endeavor to be the employer of choice of mission-oriented employees committed to serving the public in a positive workplace.

→ Four Fundamentals

FUNDAMENTAL 3: WASHINGTON COUNTY IS A DYNAMIC PARTNER

To better serve our community and meet the needs of the people, the County government will assume various roles as set by the Board of Commissioners. Those roles include provider, partner, or supporter. In those roles, the County endeavors to bring integrity, best practices and an equity-diversity-and-inclusion (EDI) lens to ensure the success of our priorities and mission.

→ Four Fundamentals

FUNDAMENTAL 4: WE PRIORITIZE CRITICAL NEEDS

The County recognizes it must balance its aspirations with its long-term financial sustainability. Policies and services are resourced according to the direction of the Board of Commissioners and their expressed priorities. The County will continue to focus on resourcing countywide services defined by utilization and benefit to a broad range of county residents. Countywide property tax dollars will be primarily expended on countywide services.



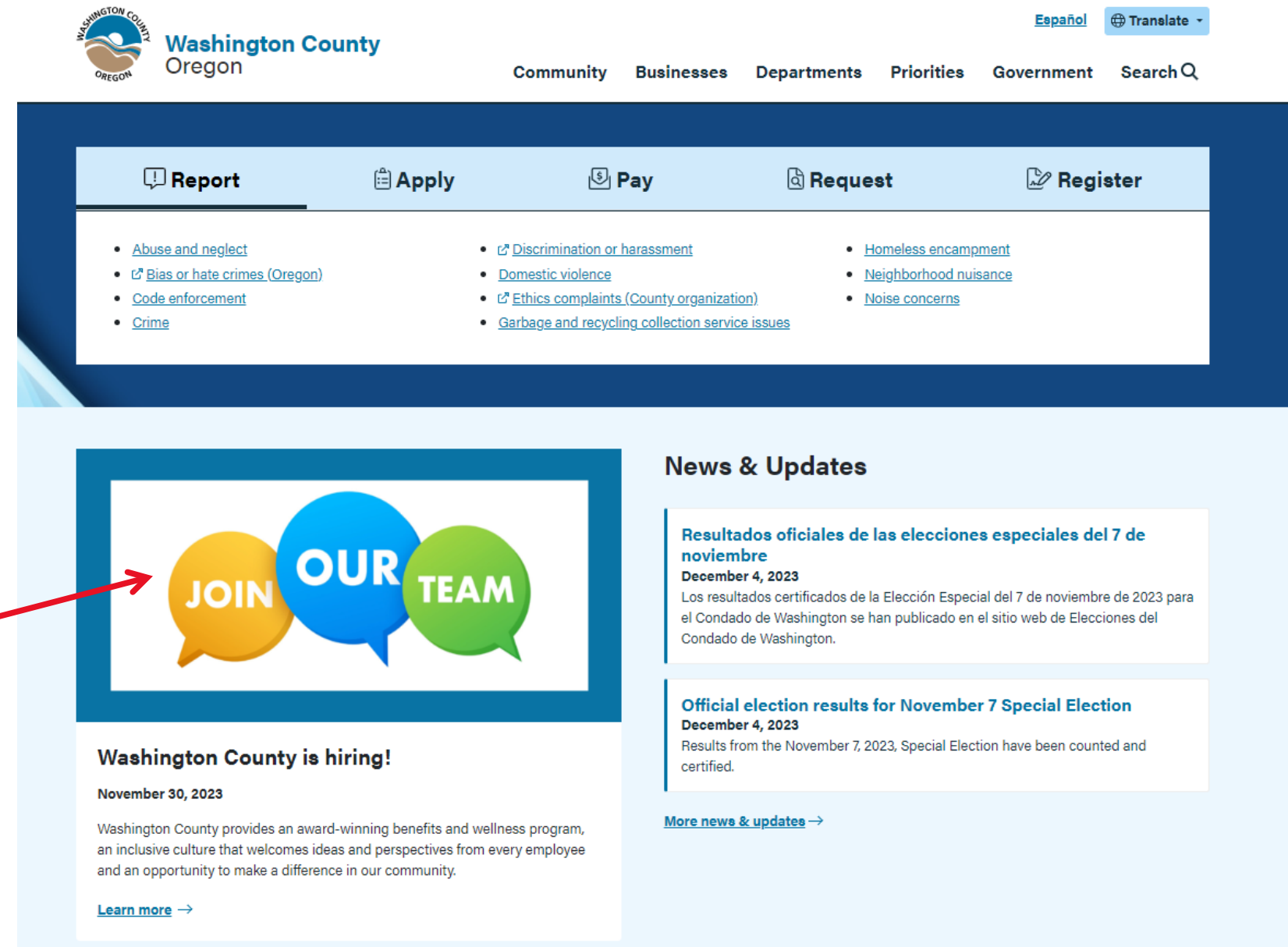
Strategic Update Engagement

Staff and Community Engagement	ACRE	CCI/CPO	General Community	STAFF
NOVEMBER	Share Strategic Update Process			Share Strategic Update Process with County Leadership Team
DECEMBER	Share Strategic Update Progress to Date: Mission/Vision and Four Fundamentals	Share Strategic Update Process Share Strategic Update Progress to Date: Mission/Vision and Four Fundamentals		Share Strategic Update Progress to Date: Mission/Vision and Four Fundamentals
JANUARY	Share Strategic Update Progress to Date: Organizational Goals and Final Draft Elicit Feedback and input for BCC Adoption	Share Strategic Update Progress to Date: Organizational Goals and Final Draft Elicit Feedback and input for BCC Adoption	Publish landing page on Web Site Share Strategic Update Progress to Date: Organizational Goals and Final Draft Elicit Feedback and input for BCC Adoption	Share Strategic Update Progress to Date: Organizational Goals and Final Draft Elicit Feedback and input for BCC Adoption
FEBRUARY	Summarized feedback shared with BCC	Summarized feedback shared with BCC	Summarized feedback shared with BCC	Summarized feedback shared with BCC



Where to Find More Information

- Media releases
- CPO announcements
- Social media feeds
- Website



**Watch for this space
to promote the Strategic Update
beginning in January**



Questions?





County Administrative Office
www.washingtoncountyor.gov