

# City Council Work Session Agenda Summary

June 28, 2022

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**Title:**

2023-2025 Strategic Plan Update

**Background:**

In February 2022, the City Council engaged in a three-day strategic planning retreat with Tyler St. Clair. Over the course of the retreat, council focused on collectively identifying a long-term vision of where they want to see the city in the future, as well as how they hope to get there. Through conversation, table exercises, and group brainstorming sessions, the council identified seven key focus areas that identified aspects of work that are most critical for achieving their vision.

Following the council's retreat, city staff convened for a two-day staff retreat with Ms. St. Clair to understand the council's direction and begin drafting the goals and objectives that will guide the organization's priority work for the next 3 years. The staff worked in small groups to collaborate and use their collective expertise to identify key actions that provide the structure for ensuring that incremental, measurable steps are taken to achieve the vision.

The draft plan was compiled by Ms. St. Clair and then shared with staff. For the next several weeks, staff and the CMO spent time revising and editing the plan. The Strategic Plan outlines a multitude of high-stakes, high-profile areas of work. Much of what's to be done to achieve the vision requires extensive coordination and collaboration among departments and staff. As such, it was critical to involve all levels of the organization in the strategic plan. Department heads met with their staff to receive feedback and generate organizational buy-in. This critical step creates the foundation for the city staff holistically recognizing our priorities for the next three years.

The draft 2023-2025 Strategic Plan as presented will manifest in other ways, including during council budget presentations as resource needs associated with accomplishing the strategic plan are requested.

Tonight's review is intended to create clarity about the identified priorities and key task that will ultimately help council achieve their vision.

Ultimately, a final version of the Strategic Plan will be shared with the council and the community to help convey confidence about the future of the city.

**Strategic Work Program Item or Applicable Council Priority and Goal:**

2023-2025 Strategic Plan

**Decision Options:**

Information sharing only

**Attachments:**

PowerPoint presentation