Strategic Priority: Operational Effectiveness Outcome:		Target:	
Initiative: Create Community Engagement Plan			
Actions	**Measure of Success**	**Who's Responsible**	**Target Date**
Review what we are currently doing		• Michelle Mahowald (with assistance from Leadership)	
Outreach – Meet with targeted community groups to gather input			
Survey – Use League of Minnesota Cities survey as a template for a community-wide survey			
Use outside sources to assist in aggregating statistics			
Create updated community plan based on feedback			
Report results to community and council.			

Strategic Priority: Operational Effectiveness Outcome:		Target:	
Initiative: Develop Council/Staff relationship trust-building process/plan			
Actions	**Measure of Success**	**Who's Responsible**	**Target Date**
Determine needs		• Deb Little (with assistance from Leadership)	
Find outside source to facilitate			
Initiate roles and responsibilities education process for council and staff			
Create safe feedback mechanism			
Determine budget implications and seek necessary approvals			

Strategic Priority: Operation Effectiveness	Outcome:	Target:	
Initiative: Establish integrated work plan			
Actions	**Measure of Success**	**Who's Responsible**	**Target Date**
Actions to be finalized once strategic planning process is completed		• Ben Martig (with assistance from Leadership)	
Incorporate items from strategic initiatives action plans to create realistic timelines and work plan			
Create Gant chart or large spreadsheet to track progress			
Report progress and results			

Strategic Priority: Operational Effectiveness Outcome:		Target:	
Initiative: Develop Operating Effectiveness Plan			
Actions	**Measure of Success**	**Who's Responsible**	**Target Date**
Staffing analysis - Develop appropriate staffing levels in 3 departments/divisions		• Michelle Mahowald (with assistance from Leadership)	
Initiate organization wide review of appropriate services – core versus non core			
Determine initial areas to review			
Technology – evaluate leverage of technology for increased effectiveness			
Find outside source to assist			
Data collection from similar cities 　• Determine comparable cities			
Present findings & seek approvals as necessary 　• Budget implications			

Strategic Priority: Operation Effectiveness Outcome:		Target:	
Initiative: Evaluate comprehensive training programs			
Actions	**Measure of Success**	**Who's Responsible**	**Target Date**
Initiate organization wide review of training • What we currently do • Citywide versus department specific • Mandatory versus elective		• Michelle Mahowald (with assistance from Leadership)	
Create project scope for needed training			
Technology – evaluate leverage of technology			
Determine budget implications			
Present findings & seek approvals as necessary			
Establish an ongoing review schedule			

Strategic Priority: Operational Effectiveness Outcome:		Target:	
Initiative: Update Communications Plan			
Actions	**Measure of Success**	**Who's Responsible**	**Target Date**
Review what we are currently doing. Review and update chart from 2014		• Michelle Mahowald (with assistance from Leadership)	
Review items contained in draft Spethman document to determine usefulness and applicability for current conditions and moving forward.			
Outreach – incorporate items into community engagement survey and targeted community groups.			
Review communication avenues.			
Technology – evaluate leverage of technology			
Create updated community plan based on feedback			
Determine budget implications and seek necessary approvals			
Report results to community and council.			