

A stylized, light green leaf graphic with a central vein and a small stem, positioned behind the text.

FIVE RIVERS METROPARKS

2014 -15 Strategic Plan Accomplishments

#1 Complete Comprehensive Master Plan Status

Underway and scheduled to be finalized by
March 2016



2014 -15 Strategic Plan Accomplishments

#2 Develop Conservation Plans to Protect our Natural Heritage

Status

Completed – Conservation Plans have
been reviewed and updated



2014 -15 Strategic Plan Accomplishments

#3 Engage the community in collaborative efforts & initiatives to value and conserve our natural habitat

Status

Completed and on-going through agency volunteer initiatives & collaborations, such as Adopt-a-Park, Tree Plantings, Huffman Prairie Partnership with WPAFB & National Park Service, Comprehensive Master Plan Process, and Community Donors to support projects

2014 -15 Strategic Plan Accomplishments

#4 Connect youth and families to nature and active lifestyles

Status

Youth and Families Strategic Plan to be
completed by June 2016



2014 -15 Strategic Plan Accomplishments

#5 Provide easy access to the organization's financial data and reports

Status

All financial data resources and reports are being reviewed. Will be completed by September 2016



2014 -15 Strategic Plan Accomplishments

#6 Create and Implement Development Plan

Status

Completed



2014 -15 Strategic Plan Accomplishments

#7 Implement & Refine the Organization's Cost Recovery Plan & Pricing Philosophy

Status

Implemented. Review and Update of Existing Pricing Classifications and Cost Recovery Worksheets to be completed by July 2016



2014 -15 Strategic Plan Accomplishments

#8 Collectively Address Agency Issues & Priorities

Status

Completed and On-going. Developed and implemented staff survey to solicit feedback on agency operations – is conducted annually. Created employee “FUN” Committee and Benefits Committee; engaged staff in the Comprehensive Master Plan process

2014 -15 Strategic Plan Accomplishments

#9 Develop and Implement Agency-wide Sustainable Practices

Status

Agency-wide Sustainability Plan completed and implementation ongoing throughout the agency



2014 -15 Strategic Plan Accomplishments

#10 Complete CAPRA Agency Self- Assessment

Status

Will be completed by April 2016



2014 -15 Strategic Plan Accomplishments

#11 Align and Measure Organization,
Department and Staff Performances
Based on Vision, Mission, Values and
Strategic Plan

Status

Utilizing direction from the Comprehensive Master
Plan - will be completed by October 2016



2014 -15 Strategic Plan Accomplishments

#12 Implement Succession and Staff Professional Development Plan

Status

Plan to be completed and implemented by
November 2016



2014 -15 Strategic Plan Accomplishments

#13 Evaluate and Determine Compensation Benefits that Attract and Retain Creative, Innovative and a High Performing Workforce

Status

Completed Wage & Compensation Study and Plan

FRMP Strategic Plan 2016-2017

PERSPECTIVES	GOALS	OBJECTIVES	INITIATIVES
CUSTOMER	CREATE GREAT PARKS	Create Destinations	Establish each park's unique assets and value as a destination
		Establish the Plan for the Next Levy Period	Identify improvements, services, staffing and budget for the next levy period
		Ensure Healthy Biodiversity	Ensure conservation plans protect our region's natural heritage and match agency resources
	ENGAGE THE COMMUNITY	Create a Community Conservation Culture	Connect youth and family to nature and active outdoor lifestyles
Develop strategies to ensure inclusiveness in connecting people to nature			
FINANCIAL	MODEL FISCAL RESPONSIBILITY AND INTEGRITY	Commit to Financial Transparency	Provide easy access to the organization's financial data and reports to ensure data-driven decisions
		Ensure Financial Stability	Adhere to the organization's cost recovery plan and pricing philosophy
			Create a culture of incorporating community-based philanthropy, fundraising and sponsorships in the organization
OPERATIONAL	ACHIEVE OPERATIONAL EXCELLENCE	Provide Exceptional Customer Service	Develop internal and external customer service standards and evaluation tools
		Improve Business Practices	Achieve and maintain accreditation through the Council on Accreditation for Park and Recreation Agencies (CAPRA)
DEVELOPMENT	EMPOWER AND PREPARE OUR TEAM	Develop Leaders	Implement succession and staff professional development plans
		Encourage Creativity and Innovation	Enable, encourage, recognize and celebrate innovation and calculated risk-taking
		Be Accountable to Outcomes	Align and measure organization, department and staff performance based on the organization's vision, mission, values goals and objectives