



# Strategic Plan FY 2023-2024

## Strategic Goal One

Build a worldclass workforce.

### Initiative

1. Convene retention committee, identify actions to build life giving culture.
2. Develop a plan for every staff (include key training needs, succession plan and cross training needs)
3. Administer 90 day and annual review for every staff member.
4. Create usable systems map for Children's Network of Hillsborough outlining Director's roles and responsibilities. Develop system road map to include the five (5) contracted case management organizations.
5. Leadership team commits to new hire intro and orientation.
6. Create volunteer pipeline.
7. Improve applicant pipeline for all jobs.
8. Build a Leadership Academy.

## Strategic Goal Two

Build strong trusting relationships with all our partners.

### Initiative

1. Deploy survey to foster parents, (analyze, respond to, and communicate response back to parents).
2. Pursue media and storytelling training for leadership teams.
3. Create Agency Crisis Management Plan.
4. Develop crisis response survey and tracking system and train department heads.

## Strategic Goal Three

Apply incremental improvement to all our systems, with special emphasis on plans for applying both technology and training.

### Initiative

1. Analyze and catalog all internal and external software systems to create opportunities for efficiencies utilizing shared platforms.
2. Create centralized organizational information point, accessible by all employees via SharePoint, to access shared information, documents, and forms.
3. Every department creates a technology growth plan.
4. Every department create an applied training plan.

## Strategic Goal Four

Improve and expand our diversion efforts.

### Initiative

1. Identify, map, and communicate support to existing resources and programs. (Community Based)
2. Every department creates a prevention contribution plan detailing strategies to increase prevention efforts through community and stakeholder interactions.