

Annual Plan Item		
1	Calumet County Strategic Plan 2014 - 2019, Revised 6/17/15	
2	<input type="checkbox"/> Vision	
4	<input type="checkbox"/> Mission	
6	<input type="checkbox"/> Major Goals	
7	<input type="checkbox"/> 1. Develop and Maintain a Highly-Functioning County Board	
8	<input type="checkbox"/> <u>A. Develop core areas for Board development and identify resources</u>	
9	Define the role of a County Board Supervisor and job description	
10	Define and educate County Board on mandated -vs- voluntary programs	
11	Define an outline for Board training each year	
12	<u>B. Develop an ongoing engagement process with staff and Board</u>	
13	<input type="checkbox"/> <u>C. Develop a decision-making matrix</u>	
14	Define general and specific models	
15	Teach Board Members how to use the process	
16	<input type="checkbox"/> <u>D. Share departmental reports at each Board meeting</u>	
17	Help Board Members to understand what departments do and engage with Board on key issues or tactics	
18	<input type="checkbox"/> 2. Attract, Develop and Maintain a Highly-Functioning County Staff	
19	<input type="checkbox"/> <u>A. Assure that all aspects of what constitutes a highly-functioning County Staff is understood by County Board and County Staff</u>	
20	Performance Evaluations and Objective Setting	
21	Staff Development: understanding staff's goals/ambitions; link aspirations to business needs while providing coaching and feedback resulting in actionable development plans.	
22	<input type="checkbox"/> <u>B. Develop an On-Boarding Plan</u>	
23	To build trust and open lines of communication include a personal welcome or meet and greet with County Administrator	
24	<input type="checkbox"/> <u>C. Commitment to recruit, develop and maintain the best employees</u>	
25	Measure external competitiveness	
26	Review and enhance current recruitment process	
27	<input type="checkbox"/> <u>D. Develop Employee Manual/Operations/Procedures</u>	
28	Define roles and responsibilities	
29	<input type="checkbox"/> <u>E. Training</u>	
30	Define Management Training plan for each year	
31	<input type="checkbox"/> Training considerations	
32	Managerial Training	
33	Conflict Resolution	
34	Communication/Presentation	
35	Meeting Process	
36	Facilitation	
37	Technology Training (Outlook/Office)	
38	<u>F. Organize staff engagement throughout the year</u>	
39	<input type="checkbox"/> 3. Develop an Internal and External Communications Plan	
40	<input type="checkbox"/> <u>A. Internal Communication</u>	
41	Complete internal communications plan that defines appropriate communications framework	

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42	Share with Board and include Board Member's input/articles	
43	<input type="checkbox"/> <u>B. External Communication</u>	
44	Develop regular face-to-face communication with municipalities meeting	
45	Provide feedback to staff	
46	Attend committee and Board meetings	
47	<input type="checkbox"/> <u>C. General Public/Media/Press Release</u>	
48	Decide on messages and frequency	
49	Add pages on website to share information	
50	Positive messaging coming from County Board Chair	
51	<input type="checkbox"/> <u>D. Enhance the website</u>	
52	Separate section for reports and plans	
53	Separate section for current events and press releases	
54	Notification of when plans or reports are updated or added	
55	Share with Board how to access reports and plans	
56	<input type="checkbox"/> 4. Maintain High-Quality Services and Programs	
57	<input type="checkbox"/> <u>A. Engage each department in a strategic planning process</u>	
58	Use the Natural Resources plan as a model for each department plan	
59	Provide an example of a department strategic plan	
60	Evaluate department strategic plan as connecting to overall county strategic plan	
61	<input type="checkbox"/> <u>B. Define what constitutes mandated and voluntary</u>	
62	Each Department Head determines which programs are mandated and voluntary	
63	Provide examples of evidence-based outcome measurements	
64	<input type="checkbox"/> 5. Develop a Program to Sustain the County's Economy	
65	<input type="checkbox"/> <u>A. Conduct an evaluation of Economic Development structure as it exists in Calumet today and determine if that is the best structure</u>	
66	Unify municipal partners by conducting an Economic Development Planning process	
67	Assign a review team to implement common goals	
68	Improve Fox Cities Regional Partnership communication	
69	<input type="checkbox"/> <u>B. Review possibility of a county-wide Economic Development Corporation and impact of a regional Revolving Loan Fund program</u>	
70	Promote Revolving Loan Fund regionalization by attending Wisconsin Economic Development Corporation meeting	
71	Determine Economic Development Corporation funding options	
72	Determine measurable benefits of forming Economic Development Corporation	
73	<input type="checkbox"/> <u>C. Develop community promotional efforts</u>	
74	The benefits of Calumet County to businesses	
75	The benefits of Calumet County to residents	
76	<u>D. Determine the impact of Calumet's economy on the environment</u>	
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