Cabarrus County 2023 Strategic Plan Development Timeline FY23-FY24

Plan Discuss Act														
Month	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct
Facilitator proposals								_						
Community survey														
Workplace survey														
Facilitation pre-work														
County Leadership Team Meeting #1 (Kickoff)														
BOC Kickoff at retreat (February 24 or 25)														
Concept preparation for vision, mission and BOC														
presentation														
Core Team discussion (March 3)														
BOC Work Session #2 (March 6)														
Get feedback on vision, mission concept drafts														
In-depth values discussion														
DirectConnect article:														
Leaders kick off strategic planning process														
Posted to intranet														
Sent to department heads for distribution														
Core Team														
Revise Vision/Mission using BOC feedback County-led research and discussion on values														
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County-led graphics package planning CLT discussion on goals (March 23)														
Synthesize inputs into priority concepts for the next														
BOC presentation														
Core Team discussion														
Finalize vision/mission for BOC														
Discuss values														
BOC Session #3 (One-on-One in May)														
Present final vision and mission for endorsement														
Present initial concept for priority areas for feedback														
Initiate monitoring/evaluation discussion														
County-led revisions based on BOC feedback														
Select-staff pulse survey: Vision gap analysis														
(Random selection by tenure)														<u> </u>

Month	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct
External pulse survey: Vision gap analysis (Gov 101 and ARPA orgs)														
Internal announcement of vision and mission														
themes and pulse survey results														
Select-staff feedback on goals and														
strategies/values exercises														
Review graphics RFQ and select a vendor														
Staff Values/Strategy Discussions (June 12-30) Discuss/formulate strategies and prioritize values Visit with teams as they discuss														
Synthesize results of staff values/strategy discussions														
County Leadership Team Meeting #2 (July 18) Synthesize inputs into strategic priorities, impact metrics and values														
BOC Session #4 (One-on-One in August) Present final goals, strategies and values for endorsement														
County-led revisions based on BOC feedback														
Select-staff pulse survey (500 random selection, plan participants, department heads): Personal alignment to the strategic plan (Aug. 30 to Sept. 1)														
Preparation of graphics package														
Preparation of draft report														
BOC final report presentation (September 5) Public presentation of recommended priorities, strategies and impact metrics														
BOC final vote (September 18)														
Internal discussions about collaboration/alignment														
MOVED: Employee appreciation rollout														
MOVED: Community rollout														