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Goals/Vision and Values	Strategies	Tactics	Measure(s) of Success
Financial Predictability/Sustainability (of Operations)	Operating Override (Decision)	Create 5-Year Financial Plan	Go/No-go decision for placing Operating Override on upcoming ballot
		Promote collaboration and Leverage partnership with School Committee/Dept and Finance Committee	Joint meetings and (near) real-time information sharing
	Operational Assessment(s)	Review progress on Interim TA/Superintendent Space and Operations Reports	Assess and implement changes where viable
		Study opportunities for efficiencies, improved quality/number of services	Collaboration with School Comm/NPS, Fin Comm, Administration/Staff
	Revenue Generation/Economic Development	Golden Triangle Study	Receive report, promote implementation
		West Natick Zoning, Development Panning	Proposal from CED regarding Zoning changes and economic impact
		CPA	Identify guiding principles as Community Input (e.g. banking for larger housing projects)
		Creating EDIC/RDA/BID/Parking Authority	Engage Business Community for input, participation
Transparency	Committee Minutes	Inventory of Minutes, Identify Gaps	Establish process to upload, archive Meeting Minutes across all committees/boards; solicit past (missing) Minutes from committees/boards
	Town Website Ease of Use, Timely updates	Hire Communicaitons Director	Promote committee self-service/posting Meeting Minutes and Agendas
		Engage ISAB and/or determine process for townwide IS strategy	Assess need for comprehensive IS/Communications audit and recommendations
	Social Media	Create S.M. Policy(ies)	Establish guiding principles for S.M. policy(ies)
	Board Policies Review, Refinement	Establish comprehensive list of Board Policies for review	Complete 4 policy reviews/updates (including decisoins to sunset outdated policies)
	"Customer Service" - Citizen Response Times, Quality	Online Permitting System	Go Live, community feedback(?)
		Customer Service Training (staff), Meeting Management Training (volunteers)	Establishing training materials/process; train XXXX staff members/depts and voluteer boards/committees

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Equity	Hire DEI Director	Hire DEI Director	Provide introductions, forums to quickly engage public, establish community DEI goals
	Appoint DEI Committee	Appoint DEI Committee	Provide introductions, forums to quickly engage public, establish community DEI goals
	Increase Housing Inventory, including Affordable and Low Income options	Work with NHT, NAHT and other community partners (e.g. Fmaily Promise MW, NSC, SMOC, etc) to create viable actions items from their respective strategic plans	Ideenity opportunies for investment, development, and/or support from Town (e.g. use of/.)acquiistion of Town property, et
	Assess All Select Board Policies	Consider incentives/processes for greater diversity, engagement through expanded inclusivity	Engage Board(s and Committes) to review and establish metric(s) to measure progress in subsequent years
	Governance Study Committee	Receive quarterlhy updates	Receive and act on recommendations for (a) need for Charter Commission and/or (b) opportunities for improvement
Community Impact	Promote "Wins" to/for Community	Marijuana Licenses, Taxes	Promote Kaycha Labs, Bountiful Farms; Open Recreational facilities
		5 Auburn St. RFP	Collect and report to community as PR for Econ Dev
		Ribbon Cuttings!	Decision re: 5 Auburn St
			West Natick Fire Station
			Water Filtration System/PSAF Solution
			1 South Main Street
	Infrastructure	Align Comittees/Processes affecting Safety, Infrastructure, and Transporation	St. Pat's Property
		Regular Updates re: Utilities, Road Construction, etc.	Assess current effectiveness of information sharing and joint plannning/implementation of projects
		South Natick Dam	Quarterly Report to SB
	Parking Policy	Establish a Parking Policy Task Force	Decision to Repair or Remove
	Speed Limit Action	Establish guidance and deadline for Safety Committee, TAC	Update/Align SP policy with metering/signage/enforcement
			Report to 2023 SATM

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Goals/Vision and Values	Timeframe	Owner(s)/Lead(s)
Financial Predictability/Sustainability (of Operations)	Spring 2023 or later	SB/TA
	through Spring 2023	
	Summer 2022	TA
	Ongoing	SB/TA
		TA/CED Director
		SB
		SB/EDC, TA/CED
Transparency		SB
		SB, TA/IT
	June 30, 2023	SB
	Spring 2022	TA/CED Director
		TA

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Equity	Within 1st quarter post-hire	TA
	Fall 2023	SB
	ongoing	SB
	January 2023 (?)	SB
Community Impact		
		TA/DPW
	Fall 2022	SB
	April 2023	