



COMMITMENT	Staff	Staff	Staff	Services	Growth	Values	Community	Mission
KEY ACTIONS	<p><b>FIRST LINE STAFF ARE IN PLACE</b></p>	<p><b>FURTHER ENHANCE LEADERSHIP CAPACITY</b></p>	<p><b>COMMUNICATE MORE &amp; BETTER</b></p>	<p><b>ENHANCE SERVICES &amp; SUPPORTS</b></p>	<p><b>GROW AS WE MUST &amp; AS WE CAN</b></p>	<p><b>EVERYONE UNDERSTANDS AND LIVES BY KACL VALUES</b></p>	<p><b>IMPLEMENT COMMUNITY ENGAGEMENT STRATEGY</b></p>	<p><b>UPDATE MISSION STATEMENT</b></p>
	<p>Develop &amp; implement strategy to ensure full staffing of all shifts</p>	<p>Take advantage of increased HR department capacity</p> <p>Implement tech plan</p> <p>Enhance management finance capacity</p> <p>Develop capital plan</p> <p>Address management workload</p> <p>Complete succession plans</p>	<p>Develop and use communications strategy</p>	<p>Introduce holistic approach to services</p> <p>Implement quality assurance tool</p> <p>Conduct staff satisfaction survey and use results</p> <p>Use 2018 management survey results</p>	<p>Plan growth &amp; change that must happen</p> <p>Defer other growth unless manageable</p> <p>Increase management knowledge and use of change management strategies</p>	<p>Reignite &amp; continue values training</p> <p>Ensure supervisors model &amp; reinforce values</p> <p>Formalize leadership related to values training program</p>	<p>Develop and implement organization-wide community development and engagement strategy</p>	<p>Review existing mission statement, solicit input and craft new one to be vetted in KACL stakeholders</p>