

RPL Strategic Planning Update

Why Strategic Planning?

- RPL has gone through so many changes in the past 5 years (2 mergers, 3 directors, COVID).
- Due to these changes, who we are today is very different than in years past.
- To help move forward as one unified department, we needed to spend time together, away from the day to day, to come up with a united framework and individual department goals for the coming years.

Strategic Plan Process

- Aly requested and secured funding from Council for Strategic Planning
- Strategic planning team representing each division helped select a facilitator, Marie Knight, and plan/execute the Team Retreats.
- RPL Full Time staff meeting November 6th and 20th for two half day sessions.
- Together we established a unified RPL vision, mission and values that will comprise a team charter.
- Individual divisions met and set and set strategic plan goals for the next 2-3 years.
- Cultural Arts Coordinator, Aly and Cultural Arts Committee met November 22nd to create a Vision, Mission and Values for the Cultural Arts Plan.

RPL Strategic Plan Snapshot

New Vision Statement

To be the heart of the community,
engaging generations, cultivating lifelong
learning and memorable experiences in
our welcoming places and spaces

New Mission Statement

To enrich the lives of all with excellence,
through inclusive and innovative
services, in clean, safe, and sustainable
environments.



New Department Values (tentative)

Positivity

Communication

Respect

Teamwork

Passion



Prouds Sample

- Proud of our staff
- Program attendance is up
- Didn't have to close small pools this summer
- Launching new software at the library
- New synthetic fields
- Growth in sports offerings, Tiny Tots programs, camps and classes
- Collaborating with other departments and divisions



Sorries Sample

- Need more efficient and streamlined processes for contracts, POs, etc.
- Not enough time to give our all to the community and our team
- Staffing, budgets and limited resources

What's Next?

- Share final report with stakeholders (February)
- Quarterly meetings with full time staff to update progress and reassess priorities (April, July, October, January)
- Year-end report (February 2026)

Questions?